



+ ANNUAL REPORT

2022

In 2022, Bulovka University Hospital (BUH) moved from the covid pandemic mode back to normal operation. Despite the constant handling of emergency and critical situations related to the pandemic, the hospital never stopped working on long-term conceptual projects. Thanks to this, we had something to build on after the whole situation calmed down in 2022 and we were able to smoothly resume entire hospital condition improvements.



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DIRECTOR'S FOREWORD

In 2022, Bulovka was moving from the period of the covid pandemic back to normal operations, not involving transformations of different departments into wards reserved for dedicated care of covid-19 positive patients every few months. Looking back at that period, I must say that all hospital staff managed to lead Bulovka through that difficult period in an excellent manner. What I personally, consider essential is that despite the constant handling of emergency and critical situations related to the pandemic, the hospital never stopped working on long-term conceptual projects. Thanks to this, we had something to build on after the whole situation calmed down in 2022 and we were able to smoothly resume entire hospital condition improvements.

The year 2022 was the third year in a row that Bulovka, which had previously been in chronic economic difficulties, ended with a profit for the first time and without any accumulation of overdue liabilities, as had been customary in the previous periods. Even the staffing of individual hospital departments, which had often been difficult in the past, was stabilized and in 2022 Bulovka provided care through the highest number of acute care beds in more than a decade. Our hospital has maintained a top position in medical staff wages, at the same time providing a broad selection of other employee benefits.

In 2022, the care provided by the hospital expanded into new areas. The Clinic of Surgery received accreditation in the field of traumatology, Bulovka managed to achieve the status of a type II trauma centre and with it to upgrade its emergency room to a higher-type workplace. The Toušeň Peat Spa has opened a new Department of Follow-Up Rehab Care extending acute patient care provided by the Orthopedic Clinic. Bulovka has also begun providing outpatient services of clinical pharmacists, so far only available to inpatients. We have commissioned a 3T magnetic resonance device in the Institute of Radiation Oncology and received the status of a Highly Specialized Cancer Care Center.

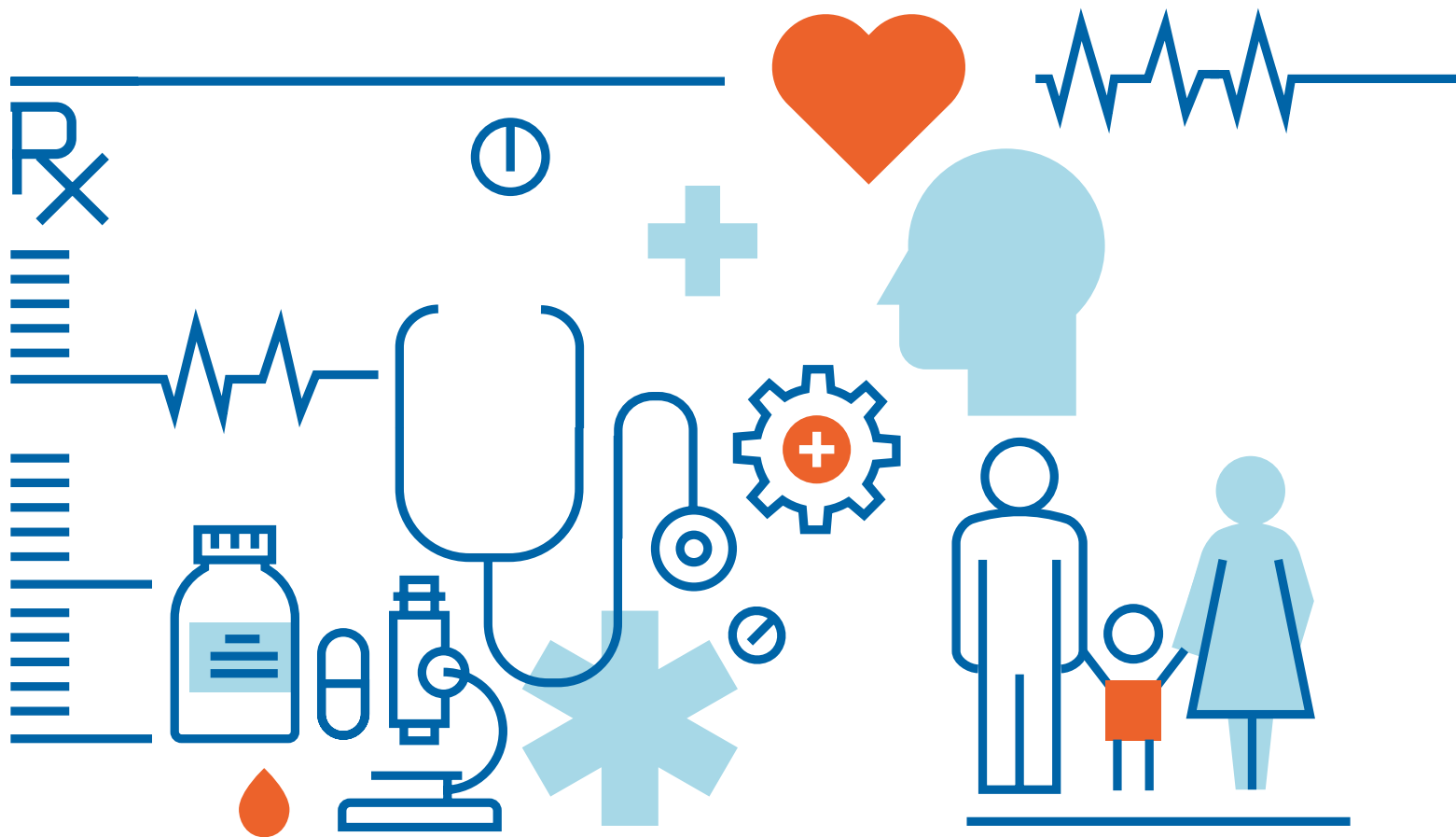
In 2022, Bulovka received an unprecedented amount of funding from subsidies for renewal of a wide range of instruments and equipment. At the same time, thanks to the good economic situation, we had sufficient funds of our own to co-participate in the financing, which allowed us to apply for and take full advantage of these opportunities. For the hospital, this means an inflow of investments in the order of hundreds of millions of crowns, which are highly needed on the historically neglected premises of Bulovka University Hospital.

We obviously lay great emphasis on high-standard hospital process functioning. In 2022, there were many successful projects related to the change of key processes mainly connected with the approval and control of financial flows in the hospital (in the area of contracts, orders, purchases, etc.). The goal for the future is to operate transparent and fully electronic decision-making processes across the hospital. At the same time, a new way of setting economic and academic targets for the management of clinics and departments, including the related evaluation, has been introduced. In the academic field, the first round of an internal grant competition was successfully held, and it can be stated overall that Bulovka has managed to move a visible step forward in terms of publications, grants, number of Ph.D. students, etc.

Last but not least, the planned extensive exchange of property between the state and the capital city of Prague was finally completed. Although the contract execution was postponed until 2023 due to the elections at the Prague level and the longer time needed to form a new coalition, the finalization of the entire agreement was successfully completed in 2022. This agreement lays the foundation for moving the entire hospital into a new period when we will be able to dispose of the real estate in which the clinics and wards of Bulovka are located, for the first time in more than 30 years. This opens up a huge space for the gradual modernization of the premises through various subsidies, but at the same time a considerable burden is placed on the hospital, as Prague had hardly invested in the real estate on the hospital premises for over 30 years and the accumulated internal debt amounts to more than CZK 10 billion. However, I am absolutely sure that we will manage to pay this debt and transform Bulovka step by step into a really state-of-the-art and representative university hospital of the future.

In conclusion, I would like to express my warmest thanks to my colleagues for their excellent cooperation throughout the year and for the achievements which would not have been possible without their committed engagement. I wish my hospital an even better and more successful year 2023.





I.

CLINICS AND DEPARTMENTS OF BULOVKA UNIVERSITY HOSPITAL

DEPARTMENT OF ANESTHESIOLOGY AND CRITICAL CARE, DEPARTMENT OF EMERGENCY MEDICINE

MEDICAL CHIEF: **MUDR. JAKUB BALA**

HEAD NURSE OF ARD: **MGR. PAVLA MATYÁŠKOVÁ**

HEAD OF PARAMEDICAL PROFESSIONS: **BC. SVATOPLUK ŽÁČEK**

BASIC CHARACTERISTICS:

Department of Anesthesiology and Critical Care, deals with the provision of anesthesia and resuscitation care and works in conjunction with pre-hospital and hospital care for critically ill patients with life-threatening or already failing basic life functions. Department of Emergency Medicine focuses on acutely ill or injured patients whose condition requires diagnosis and treatment as soon as possible. In providing care, the Department works closely with surgical and non-surgical disciplines.

CENTRAL LABORATORIES

DEPARTMENT HEAD: **MGR. ZIAD KHAZNADAR**

HEAD LAB TECHNICIAN:: **ALENA HOŘENÍNOVÁ**

BASIC CHARACTERISTICS:

The Central Laboratories of the Bulovka University Hospital bring together the specialties of clinical biochemistry, immunology, hematology and transfusion, as well as clinical microbiology including bacteriology, virology, preparation of autovaccines, molecular genetic investigation of the non-human genome and the national reference laboratory of virology. The Central Laboratories of the FNB do not only include purely laboratory disciplines, but also clinical hematology outpatient clinics, collection sites (OM 2, OM 8 and covid-19 collection site) and central reception. An important factor in the operation of the Central Laboratories of the Bulovka Hospital is the close cooperation with individual clinical departments of the University Hospital, which is an integral part of the diagnostic steps and treatment, including antibiotic consultations. Central Laboratories have controlled laboratory documentation according to the requirements of the ISO laboratory standard: 15189 and the requirements of professional societies in the GLP (Good Laboratory Practice) system. The Laboratory Manual is continuously updated on the hospital's website with a range of tests for extramural applicants. All laboratory operations are periodically successfully audited by the National Authorization Center for Clinical Laboratories of the Czech Medical Society of Jan Evangelista Purkyně.

Laboratory services for Biochemistry, Hematology and Transfusions are available 24 hours a day, and Microbiology provides for diagnostic standby 7 days a week. The working regime is organized on the principle of consolidation of laboratory operations according to the specializations of Biochemistry, Immunology, Hematology, Transfusion and Microbiology, including Bacteriology, Virology, Parasitology, preparation of auto-vaccines and molecular genetic investigation. During the covid-19 pandemic, the individual departments of the Central Laboratories demonstrated an exceptional ability to cope with the crisis situation, to adapt to the current needs of the Ministry of Health and, above all, to the requirements of the clinical departments.

MAJOR EVENTS IN 2022:

- DNS system was established within CL for consumable purchasing for the individual units. CL management hopes that the DNS system will reduce cost and accelerate competition among consumable suppliers.
- In 2022, a couple of independent clinical trials were successfully organized under CL guidance.
- Restrictive measures were introduced, including a ban of laboratory result sending outside the hospital, by CEO's order with effect as of 1 August 2022
- Preparations were commenced for the establishment of a medical genetics laboratory.

DCBI – DEPARTMENT OF CLINICAL BIOCHEMISTRY AND IMMUNOLOGY

MEDICAL CHIEF: **MUDR. DANIEL BŘEŠŤAN**
HEAD LABORATORY ANALYST: **BC. PAVEL BARTOŠ**

MAJOR EVENTS IN 2022:

- In 2022, the urine line (urine and body fluid analyzer) was upgraded to a state-of-the-art UN-series SYSMEX instrument.
- The laboratory of immunology optimized some of the procedures and introduced new parameters on the basis of current trends in laboratory medicine.
- The eReport system was launched for examination result delivery to external entities.
- A separate LIS subsystem was configured and launched for electronic record keeping of examinations outsourced to the collaborating laboratories.
- The POCT analyzer was upgraded at the Infectious Disease Department ICU.
- The MISE system was set for receiving results from the General University Hospital laboratories.
- A tender was prepared to obtain the supplier of the biochemistry line (the "Total lab automation") –the tender is organized by PTK.
- The laboratory of biochemistry launched the AlinIQ AMS middleware trial mode to test communication with Abbott analyzers.
- Automated serum and plasma sample quality assessment by comment in the result sheet was launched.
- The laboratory of immunology successfully passed a NASKL R3 audit pursuant to the ISO 15189:2013 standard.

DCHT – DEPARTMENT OF CLINICAL HEMATOLOGY AND TRANSFUSION

MEDICAL CHIEF: **MUDR. RENATA BARBARA STEINBAUEROVÁ**
HEAD LABORATORY ANALYST: **ALENA HOŘENÍNOVÁ**

MAJOR EVENTS IN 2022:

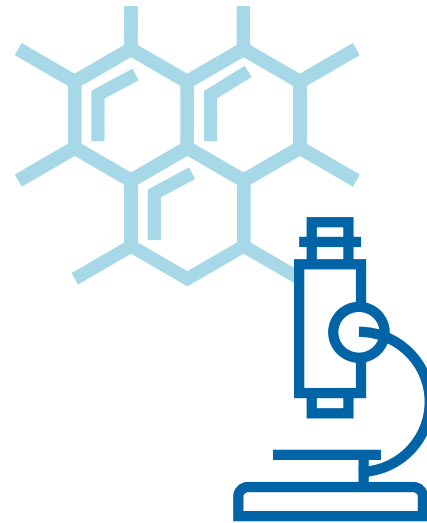
- DCHT extended outpatient care by extending the working hours of the outpatient clinic of hematology by an afternoon shift.
- The covid and post-covid period caused increased numbers of patients with thromboembolic complications.
- The staffing with physicians stabilized at DCHT.

DCM – DEPARTMENT OF CLINICAL MICROBIOLOGY

MEDICAL CHIEF: **MUDR. ELKA NYČOVÁ**
HEAD LABORATORY ANALYST: **HANA ŠENOLTOVÁ**

MAJOR EVENTS IN 2022:

- DCM tries to keep the whole range of examinations offered in 2021, subject to the diagnostic offer, though, ongoing changes do take place, involving limitations of certain examinations on the one hand and introduction of new assays in the department portfolio on the other hand.
- In the context of the ongoing organizational changes, the sampling point (covid-19) was transferred under DCM and put under the guidance of Ms. Šenoltová, the laboratory head.



VIROLOGY AND INFECTIOUS SEROLOGY UNIT

MAJOR EVENTS IN 2022:

- In the context of CL consolidation, the unit, together with the bacteriology unit, continued using the proven Quantiferon TBC assay on the Liaison XL analyzer. The laboratory staff further tried to transfer the viral hepatitis E examination from the VIRCLIA to the Liaison XL analyzer, mainly due to the need to unify the viral hepatitis panel results and shorten the response time.
- Due to the discontinued production of the Medac ELISA assays for chlamydia diagnosing, new TestLine assays were verified (the manual strain-specific LPS ELISA assays and the species-specific assays on the CHORUS analyzer).
- Stool viral load examination was improved by introduction of a common quick test for the most frequently required measurements of rotavirus, adenovirus and astrovirus. This system is also more cost-effective at the same time.
- As a consequence of laboratory diagnostic market changes (preparation of laboratories for the new IVDR requirements and conditions), the laboratory had to discontinue certain examinations for which there was zero offer of commercial diagnostic tools. For the same reason, certain other examinations required examination methodology and management modifications. These included the following measures in the field of bacterial serology:
 - Discontinued examination of salmonella antibodies, including typhoid (WIDAL and extended WIDAL for clients with travel history),
 - Discontinued examination of yersinia antibodies by the latex micro-agglutination assay (with replacement by the Microblot Array western blot),
 - Replacement of a less sensitive examination of Helicobacter pylori antibodies by the WB assay with a more sensitive examination on the Microblot Array instrument,
- Several trial series were run to compare the existing serology examinations with chemiluminescence assays in the automated Liaison system (syphilis assays and borrelia antibody measurements) in the context of preparations for potential future restructuring of the Central Laboratories (CL)



MOLECULAR BIOLOGY UNIT

MAJOR EVENTS IN 2022:

- In 2022, the DCM laboratory of molecular biology assays continued sample examinations in the framework of the slowly retreating covid-19 epidemic.
- The laboratory managed to streamline and at the same time shorten the response time of simultaneous examinations of influenza A,B type virus, RS virus and SARS COV 2 virus by introducing a new multiplex no-isolation assay.
- In addition to respiratory infections, a new multiplex PCR examination was introduced for measurement of tropical disease originators, in particular the West Nile virus, Dengue, Chikungunya and Zika viruses. The examination of all these agents can now be done from a single sample material.
- In the context of bacterial PCR, in collaboration with the Clinic of Dermatovenereology, we tested and put into routine operation an examination of the antibiotic resistance genes in *Mycoplasma genitalium* bacterium.

BACTERIOLOGY UNIT

MAJOR EVENTS IN 2022:

- In 2022, the unit extended the spectrum of the microbial strains suitable for preparation of auto vaccines.
- Active involvement of the ATB center in the implementation of ATB stewardship in BUH was significantly strengthened.
- A permanent phone line for ATB consultancy was put in operation, with simultaneous extension of the prescription-related checks of bound antibiotics, including the related unsolicited advisory activity.
- To precise diagnosing and improve detection of intestinal pathogens, certain chromogenic substrates were newly tested and introduced into routine operation.

PARASITOLOGY UNIT

MAJOR EVENTS IN 2022:

- Since January 2022, the standard parasitology examination of the stool in pediatric patients has been extended with trichrome staining with a focus on a more detailed parasite diagnostics.
- Since March 2022, PCR examination of leishmania with the option of strain specification by the sequencing method in the case of positive results has been used.
- PCR uses Sanger sequencing. In 2022, the microbial DNA examination for the 16S rRNA gene from spinocerebral fluid, joint punctate, tissues, positive hemo-cultures and grown bacterial cultures was already routinely used.
- Since 1 January 2022, Mgr. Zicklerová was appointed temporary head of the parasitology NRL to substitute for RNDr. et MRes. Lenka Richterová, PhD, currently on maternity leave.

CENTRAL STERILISATION

HEAD NURSE: **MGR. IRENA CHLÁDKOVÁ**

BASIC CHARACTERISTICS:

The Department of Central Sterilization is a specialized site which, by the nature of its activities, plays an irreplaceable role in the prevention of nosocomial infections and thus contributes significantly to safe comprehensive patient care. The site provides pre-sterilisation preparation and sterilisation of medical devices for operating theaters and other departments of the Bulovka University Hospital, as well as for external clients. The advantages of Central sterilisation include the high quality of pre-sterilisation and sterilisation processes, trained staff, time savings for nursing staff and, last but not least, lower financial costs.

Technological procedures of pre-sterilisation preparation and sterilisation are carried out in accordance with the applicable legislation. The processes are monitored by chemical and biological indicators and the output is a sterile medical device. The Central Sterilization Department of the Bulovka University Hospital holds a certificate confirming the implementation and compliance of quality management for medical devices according to ČSN EN ISO 13485 ed. 2: 2016

MAJOR EVENTS IN 2022:

- Electrically operated sliding doors were installed in the technology rooms, which made life in this workplace much easier.

THE DERMATOLOGY AND VENEREOLOGY CLINIC – 2. FACULTY OF MEDICINE, CHARLES UNIVERSITY

HEAD PHYSICIAN: **DOC. MUDR. FILIP ROB, PH.D.**

HEAD NURSE: **BC. MARTINA ŠIMKOVÁ**

BASIC CHARACTERISTICS:

The Dermatology and Venereology Clinic of the 2nd Faculty of Medicine of Charles University and the Bulovka University Hospital is situated in Pavilion 9, a building of 1937. The building underwent extensive reconstruction in the past and has been equipped with state-of-the-art equipment, such as digital dermatoscopes, a whole-body scanner and a confocal microscope for non-invasive examination of skin tumors. The Clinic also offers treatments with a vascular laser, a photodynamic therapy device or excimer light (308 nm) for focused treatment of psoriasis and vitiligo; and the Lymphology Center has 10 lymphatic drainage devices. The Clinic further provides curative and preventive care in the entire spectrum of skin and venereal diseases to local patients, and is also a super-consultancy site for patients from all over the Czech Republic. It is the largest Lymphology Center in Prague and one of the largest Venereology Centers in Central Europe. The clinic also operates a Biological Therapy Center and a Clinical Trial Center. The Clinic is a teaching base for the 2nd Faculty of Medicine, Charles University in Prague. is a workplace accredited by the Ministry of Health of the Czech Republic for medical education in the field of Dermatovenereology. The Clinic collab-

operates within the Hospital with various interdisciplinary teams (HIV Advisory Office, Melanoma Team, Hemangioma Advisory Office). Other collaborating medical facilities include the Institute of Clinical and Experimental Medicine (IKEM), ISCARE, the National Reference Laboratory for Syphilis, the National Reference Laboratory for Chlamydia, the National Reference Laboratory for Papillomaviruses, the National Reference Laboratory for Borrelia or the Biopsy Laboratory in Plzeň.

MAJOR EVENTS IN 2022:

- The clinic received a grant from the Czech Medical Research Agency on the topic “Effect of IL-17 inhibitor therapy on skin and intestinal microbiota and intestinal barrier function in patients with psoriasis”.
- Physicians of the Department of Dermatovenerology, in collaboration with physicians of the Department of Infectious Diseases, published the first report on co-infection of monkeypox and syphilis.



GYNECOLOGY AND OBSTETRICS CLINIC – 1. FACULTY OF MEDICINE, CHARLES UNIVERSITY

HEAD PHYSICIAN: **PROF. MUDR. MICHAL ZIKÁN, PH.D.**

MEDICAL CHIEF: **MUDR. PETER KOLIBA, MHA**

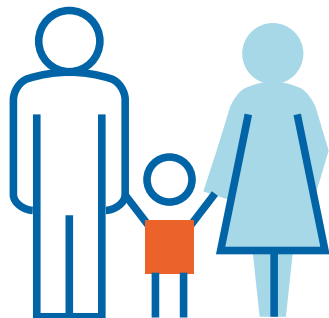
HEAD NURSE: **ALENA WERNEROVÁ, MBA**

BASIC CHARACTERISTICS

The Gynecology and Obstetrics Clinic is a joint department of the 1st Faculty of Medicine, Charles University, and the Bulovka University Hospital. It provides the full spectrum of care in the field. It is an intermediate Perinatology Center. It is an accredited center for highly specialized care in Oncological Gynecology (Oncogynecology Center). It is an accredited teaching center for pre-attestation training in Gynecology and Obstetrics, Pediatric Gynecology, Oncogynecology and Urogynecology. The Clinic provides teaching for students of the 1st Faculty of Medicine, Charles University, in General Medicine, including foreign students. The first model Center of Midwifery Assistance (CMA) in the Czech Republic operates within the Clinic. The Center for Individuals with Hereditary Predisposition to Malignant Tumors, which forms the basis of the working group on genetic disposition to malignancies, is also unique.

MAJOR EVENTS IN 2022

- In February, the Midwifery Center celebrated three years from establishment. 850 more babies were born at the Gynecology and Obstetrics Clinic of Bulovka University Hospital and 1st Faculty of Medicine, Charles University, also thanks to the Midwifery Center.
- The Clinic of Gynecology and Obstetrics published the results of the Midwifery Center after the three years of its existence. Setting up new processes of care for pregnant and childbearing women leads to positive feedback on the stay in this facility. The Gynecology and Obstetrics Clinic is also the only maternity hospital in Prague and the Central Bohemia Region that has not seen a significant decline in the number of births.
- In October, it was exactly 15 years since the Neonatology Department at Bulovka established the Neonatal Intensive Care Unit. Every year the unit rescues around 250 babies whose birth is accompanied by serious complications.
- The physicians of the Gynecology and Obstetrics Clinic doctors traditionally participated in MEDEVAC humanitarian missions - they operated in Senegal and Ghana, and conducted a reconnaissance in Rwanda.





The first model Center of Midwifery Assistance (CMA) in the Czech Republic operates within the Clinic.

SURGICAL CLINIC – 1. FACULTY OF MEDICINE, CHARLES UNIVERSITY AND INSTITUTE OF POSTGRADUAL MEDICAL EDUCATION

HEAD PHYSICIAN: **DOC. MUDR. JAN FANTA, DRSC.**

MEDICAL CHIEF: **MUDR. PAVEL HORÁK**

HEAD NURSE: **MGR. RENATA GRÝMOVÁ**

BASIC CHARACTERISTICS:

The Surgical Clinic of the Bulovka University Hospital, 1st Faculty of Medicine, Charles University, and the Institute of Post-Graduate Education, provides for outpatient and inpatient care of patients requiring surgical interventions. The Clinic is dedicated to the entire spectrum of general surgery, thoracic surgery and also vascular procedures on peripheral vessels and the abdominal aorta. Important programs include thoracic surgery, oncosurgery, coloproctology, peritoneal surface tumor surgery (CRS + HIPEC) and pleural surgery (HITHOC), vascular surgery and hernia surgery, including diaphragmatic hernia surgery.

Emphasis is placed on minimally invasive approaches across disciplines, especially for gallbladder, hernia, appendix, small and large intestine and rectal surgeries, lung resections (VATS lobectomy including uniportal approach), esophageal and gastric resections. The ERAS (expeditious recovery after surgery) concept is then applied to selected patients. Intensive care and nutritional support play an important role in the treatment of patients. The Clinic has 4 operating theaters and a total of 83 beds, of which 14 are Intensive Care beds.

MAJOR EVENTS IN 2022:

- Four super-standard beds were built and commissioned at the septic station – 2 single rooms and 1 double room.
- The capacity of outpatient wound healing care was further extended.

DEPARTMENT OF INTERNAL MEDICINE

MEDICAL CHIEF: **MUDR. JIŘÍ KOSKUBA**

HEAD NURSE: **MGR. LUCIE KRAMEŠOVÁ**

BASIC CHARACTERISTICS:

The Department of Internal Medicine of the Bulovka University Hospital, as a representative of one of the absolutely basic medical disciplines, provides acute standard and intensive hospital care virtually across the entire scope of Internal Medicine.

The site uses 14 Intensive Care beds divided between 2 units, and 88 standard acute-care beds in 1- to 4-bedded rooms in 4 ward stations. Current demand and the frequent forced non-medical use of the bed stock – social hospitalization, etc. – would require about 120 to 130 standard acute-care beds. Unfortunately, this runs up against the chronic shortage of medical staff in general.



The consultation of health professionals as part of the Prevention Day included the blood sugar level measurement. Further advice concerned atopic eczema skin care and correct diabetic diet.



The team of health professionals also measured blood pressure to the interested visitors to the Prevention Day event.

Acute internal care is provided mainly for the huge catchment area of Prague 8, the former “Greater” Prague 9 (i.e. including Miskovice, Čakovice, Kbely, Satalice, Vlnohrad, Horní and Dolní Počernice, Běchovice, Klánovice, Újezd nad Lesy and old Hrdlořezy). This also includes the area served by the closed former Vysočany Hospital and, bed and staffing situation permitting, also for the residents of the neighboring part of the Central Bohemian Region, which, unfortunately, is not always the norm.

Acute examination and eventual admission for hospitalization takes place at the 24-hour Acute Internal Medicine Outpatient Clinic on the 1st floor of the pavilion. The current system of acute field care, which is still sub-optimal, leads to permanent overload of the clinic due to numerous and increasing often allibistic transports, including numerous banalities, not only by the Medical Rescue Service of the Capital City of Prague. This is mainly during the hours of the hospital emergency room service. Fridays are always particularly critical, but the situation is similar before and on holidays and also over weekends. The congestion leads to a longer total examination time and thus a long waiting time. And that is despite the reinforcement of the afternoon service. At present we are already forced to increase the night staff by one more physician. However, in terms of staffing and economics, a further increase in the number of personnel performing the service is beyond the limits of practicability.

Specialized outpatient clinics cover Endocrinology, Diabetes, Nutrition and Cardiology outpatient care, also including Angiology outpatient care. Another specialized outpatient clinic, already significantly modernized, is the Gastroenterology outpatient service, which focuses on the entire spectrum of diseases of the digestive tract, the liver, the biliary tract and the pancreas. It also functions as a GE Center, with the possibility of biological treatment for certain diagnoses. The whole spectrum of necessary examinations is performed here – Gastroscopy, Colonoscopy, ERCP, non-targeted liver biopsies. The Endosonography option is being prepared.



CLINIC OF INFECTIOUS DISEASES – 1., 2. AND 3. FACULTY OF MEDICINE, CHARLES UNIVERSITY AND INSTITUTE OF POSTGRADUAL MEDICAL EDUCATION

HEAD PHYSICIAN OF 1ST FAC. OF MED., CHARLES UN. PRAGUE: **DOC. MUDR. HANUŠ ROZSYPAL, CSC.**

HEAD PHYSICIAN OF 2ND FAC. OF MED., CHARLES UN. PRAGUE: **DOC. MUDR. DUŠAN PÍCHA, CSC.**

HEAD PHYSICIAN OF 3RD FAC. OF MED., CHARLES UN. PRAGUE: **PROF. MUDR. JIŘÍ BENEŠ, CSC.**

MEDICAL CHIEF: **MUDR. HANA ROHÁČOVÁ, PH.D.**

HEAD OF THE NATIONAL CENTRE FOR HIV/AIDS: **MUDR. DAVID JILICH**

HEAD NURSE: **KVĚTUŠE NOVOTNÁ**

BASIC CHARACTERISTICS:

The Clinic is the largest facility of its kind in the Czech Republic. It provides care to patients from early childhood to advanced old age. It has several standard wards where patients are placed according to the nature of their illness, so that they meet the necessary conditions of isolation. Children's wards are located separately. The Department is also equipped with an operating and delivery room, where procedures are performed on patients who are subject to isolation regimes or for some reason cannot be placed in regular wards. The Clinic has two Intensive Care units, which also have ventilation and dialysis devices.

The Clinic is also the only one in the Czech Republic equipped with facilities for isolation and treatment of patients with highly dangerous or suspected highly dangerous infections (HDI). These include, for example, hemorrhagic fevers such as Lassa, Ebola, pneumonic plague, among others. These diseases fall into the portfolio of imported diseases, and the Clinic admits a significant number of these patients. They include traveller's diarrhea, typhoid fever, malaria, dengue fever and many others. In addition, infectious diseases that occur in the Czech Republic are also investigated and treated at this site; these include zoonoses or animal-borne diseases, brain inflammations and meningitis, febrile conditions, infectious endocarditis, sepsis, hepatitis, HIV, infectious mononucleosis, Lyme borreliosis, chlamydiosis, etc. The Department includes a central admission office for admission or acute examination of patients with infectious diseases, as well as specialized outpatient clinics and a Vaccination Center for pediatric and adult patients, including patients from risk groups.

The Department is accredited for the highest level of education in the field of infectious diseases as part of post-graduate studies. It is also a clinical base for the 1st, 2nd and 3rd Faculties of Medicine, Charles University, providing theoretical and practical teaching to students of the Faculties of Medicine.

The Clinic has the status of the following specialized centers:

- National Center for the Isolation and Treatment of Highly Dangerous Contagious Diseases
- National Center for HIV/AIDS
- Guaranteed Center of Viral Hepatitis Diseases

MAJOR EVENTS IN 2022:

- The site name has changed; the original Clinic of Infectious, Tropical and Parasitic Diseases is now officially named Clinic of Infectious Diseases of Bulovka University Hospital and 1st, 2nd and 3rd Faculty of Medicine, Charles University.
- In January 2023, the ICU launched a Bio Box, i.e. a bed for patients with high-risk infections, equipped for care of patients with these infections or suspected to have one, which is fully isolated with artificial ventilation equipment, purification methods etc. The Bio Box may also be used as a small operating theater for minor interventions. Bulovka has thus become the only non-military hospital in the Czech Republic using this completely unique isolation space equipped with state-of-the-art instrumentation.
- In spring 2022, the Guaranteed Center of Viral Hepatitis-Type Diseases was equipped with a FibroScan device for ultrasonic examinations of the liver.
- Activities of the Covid-19 vaccination center continued.



In the context of the Angel among Health Care Professionals competition, special thanks for her lifelong contribution to health care went to the medical chef of our Infectious Diseases Clinic, MUDr. Hana Roháčová, PhD.





Biobox installation at the Clinic of Infectious Diseases.

PLASTIC SURGERY CLINIC – 1ST FACULTY OF MEDICINE, CHARLES UNIVERSITY

HEAD PHYSICIAN: **DOC. MUDR. MARTIN MOLITOR, PH.D., MBA**

MEDICAL CHIEF AND DEPUTY HEAD PHYSICIAN FOR MEDICAL CARE: **MUDR. PETR ŠUK**

DEPUTY HEAD PHYSICIAN FOR EDUCATION: **DOC. MUDR. ONDŘEJ MĚŠŤÁK, PH.D.**

HEAD NURSE: **MGR. HANA KOŽMÍNOVÁ**

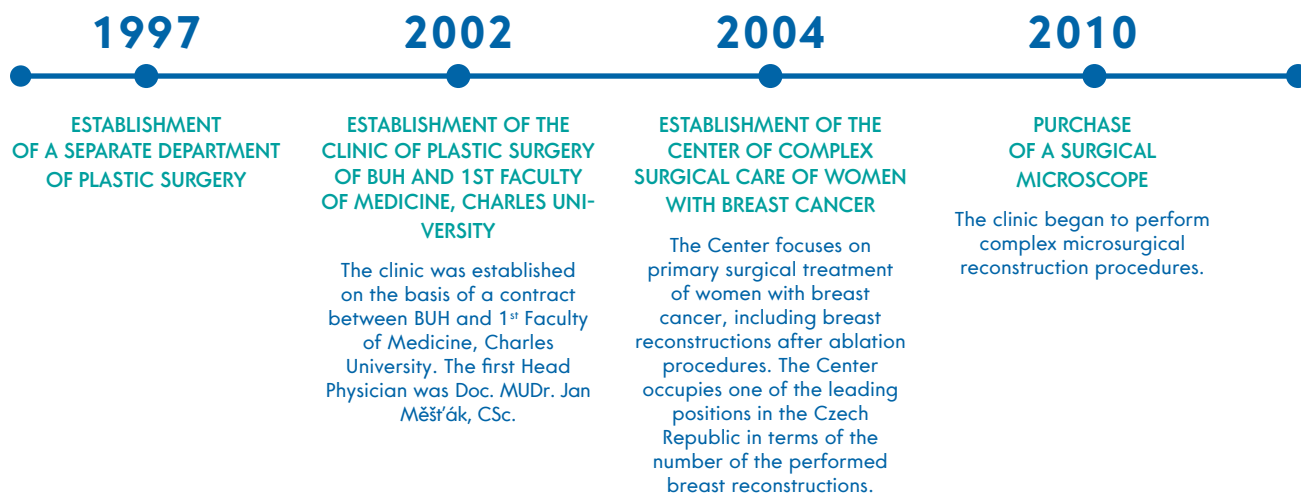
BASIC CHARACTERISTICS:

The Plastic Surgery Clinic of the Bulovka University Hospital and the 1st Faculty of Medicine of Charles University is one of the most important inpatient Plastic Surgery departments in the Czech Republic. In 2005, a Center for the surgical care of women with breast cancer was established at the Clinic – the first in the Czech Republic and the most important to date. A clinic for birthmarks and congenital skin defects was opened in 2013. In 2016 a specialized hand surgery clinic was added.

The main focus of the clinic includes surgical treatment of breast diseases, especially tumors, congenital and acquired breast deformities (with a focus on breast reconstruction), complex surgical treatment of the hand and the face, treatment of soft tissue defects, surgery of recurrent and extensive hernias of the abdominal wall, elective microsurgical reconstructive surgery, reconstructive surgery for post-traumatic and post-operative deformities and functional disorders, surgical treatment of skin and subcutaneous tumors, surgical treatment of transsexualism, and a full spectrum of aesthetic surgery.

Another focus of the clinic is to provide other disciplines (trauma surgery, orthopedics, surgery, otorhinolaryngology, dental surgery, gynecology, urology, etc.) with service and assistance in the treatment of large defects from injuries or after the removal of large tumors.

MAJOR MILESTONES



MAJOR EVENTS IN 2022:

- In 2022 the clinic celebrated 25 years of its existence. In the course of that period, the clinic provided outpatient treatment to nearly 270 thousand patients and performed nearly 55 thousand surgical interventions.
- In collaboration with the Institute of Postgraduate Medical Education (IPME), the clinic organized the already 27th edition of the Educational Symposium in Aesthetic and Plastic Surgery and eight IPME courses on hand surgery, breast surgery and aesthetic surgery.
- In collaboration with the Urgent Admission Unit, the clinic opened an outpatient operating theater for surgeries under local anesthesia, increasing the capacity of outpatient surgeries by 50 percent.
- The clinic extended collaboration with the Complex Mobility Apparatus Tumor Therapy Center in the field of large defect reconstructions.
- In cooperation with the MEDEVAC program, physicians from the clinic participated in a humanitarian reconnaissance mission in Lebanon.
- The medical staff of the clinic published four professional articles in impacted and reviewed journals.
- The clinic successfully completed a grant project subsidized by the Medical Research Agency of the Ministry of Health of the Czech Republic, 17-29084A: „Therapy of lymphedema by a combination of microsurgery and tissue engineering“.
- Two physicians successfully passed a specialty examination in plastic surgery at the clinic.

2011

THE CLINIC BECOMES PART OF A COMPLEX CANCER CENTER (CCC)

The fact that the Clinic with a cancer program under the specialized CCC center indirectly confirms its significant position among the clinics of plastic surgery in the Czech Republic.

2013

ESTABLISHMENT OF A SPECIALIZED CONSULTANCY FOR ADDRESSING BIG PIGMENT NEVI AND OTHER CONGENITAL SKIN DEFECTS

This center provides treatment to children with congenital skin defects requiring complex and super specialized surgical care. In this, the center cooperated with the Department of Pediatric Dermatology of Motor University Hospital, the Clinics of Dermal Venereology of Bulovka university Hospital and the Department of Pediatric Surgery of Bulovka University Hospital.

2016

ESTABLISHMENT OF A CONSULTANCY FOR HAND SURGERY

This site provides treatment to pediatric as well as adult patients with hand function disorders due to cerebral palsy or trauma or after a stroke. This unique consultancy center is the only one of its kind in the Czech Republic.

2022

TOTAL NUMBER OF TREATED PATIENTS

The Clinic has so far provided treatment to 266,293 outpatients.

The operating theater of the Clinic has seen 54,500 patient surgeries.

(*The above data relate to the period from 1997 to May 2022)



PNEUMOLOGY CLINIC – 3RD FACULTY OF MEDICINE, CHARLES UNIVERSITY

HEAD PHYSICIAN: **DOC. MUDR. NORBERT PAUK, PH.D.**

MEDICAL CHIEF: **MUDR. PETR OPÁLKA, CSC., MBA**

HEAD NURSE: **MGR. DITA JETÝLKOVÁ**

BASIC CHARACTERISTICS:

The Pneumology Clinic provides highly specialized care to patients across the spectrum of lung diseases. The main programs include care for patients with lung tumors, diseases associated with airway obstruction (COPD, bronchial asthma), interstitial lung processes and sleep breathing disorders. The clinic further deals with indications for non-invasive home ventilation and operates a Center for Tobacco Addicts. The clinic provides the full range of pneumological care for the catchment area of the Bulovka University Hospital and consultancy and centre-based treatment for the entire territory of Bohemia. The Clinic is a teaching base for the subject of Pneumology for the 3rd Faculty of Medicine, Charles University.

In 2021, with the exception of the summer months, half of the clinic's bed stock was allocated for inpatient admissions of patients with SARS-CoV-2 viral infection, including care for patients in post-infectious respiratory failure.

The clinic has a general pulmonary outpatient clinic, specialized outpatient clinics for lung tumors, difficult-to-treat asthma, COPD, interstitial lung processes, sleep breathing disorders, an outpatient clinic for tobacco addicts, a functional laboratory for lung function tests and an outpatient clinic for patients treated with non-invasive home ventilation. The outpatient tract also includes a bronchology department. There are 30 standard beds, 3 ICU beds and 3 sleep-monitoring beds available for hospitalized patients.

NATIONAL TUBERCULOSIS SURVEILLANCE UNIT

HEAD PHYSICIAN: **MUDR. JIŘÍ WALLENFELS**

PHYSICIAN: **MUDR. KATEŘINA SZPAKOVÁ**

BASIC CHARACTERISTICS:

The National Tuberculosis Surveillance Unit (NTSU) was established by a decision of the Ministry of Health of CR in about 1994. Its establishment was initiated by a recommendation of the World Health Organization (WHO) within the framework of the development of new tuberculosis (TBC) control and surveillance methods. NTSU performs qualified analyses of the TBC epidemic situation in the Czech Republic and the evaluated effectiveness of anti-tuberculosis therapy in the country. Its activities are carried out in collaboration with the European Office of WHO and the European Center for Disease Control and Prevention (ECDC).

DEPARTMENT OF NEONATOLOGY

MEDICAL CHIEF: **MUDR. MARTIN ČIHAŘ**

DEPUTY HEAD PHYSICIAN AND HEAD OF ICU: **MUDR. KLÁRA KLENKOVÁ**

HEAD PHYSICIAN OF PHYSIOLOGICAL NEONATES DEPARTMENT: **MUDR. LUCIA HARUŠTIAKOVÁ**

HEAD NURSE: **MGR. JAROSLAVA SAXLOVÁ**

BASIC CHARACTERISTICS:

The Neonatology Department of the Bulovka University Hospital is an intermediate Perinatology Center. It includes an Intensive Care Unit (ICU), a Neonatal Physiological Unit and an Outpatient Clinic. The ICU has 16 beds and provides care for approximately 250 premature or sick newborns each year. The Department is fully equipped with modern technology – incubators, respiratory support devices, monitors, bedside laboratory and an ultrasound diagnostic device and an EEG monitor. The operations are managed by erudite Neonatologists. The neonatal ward after physiological birth currently provides 30 beds. The Outpatient Clinic is used for scheduled check-ups of patients discharged from the Neonatology Department. Children included in research projects are examined here too.

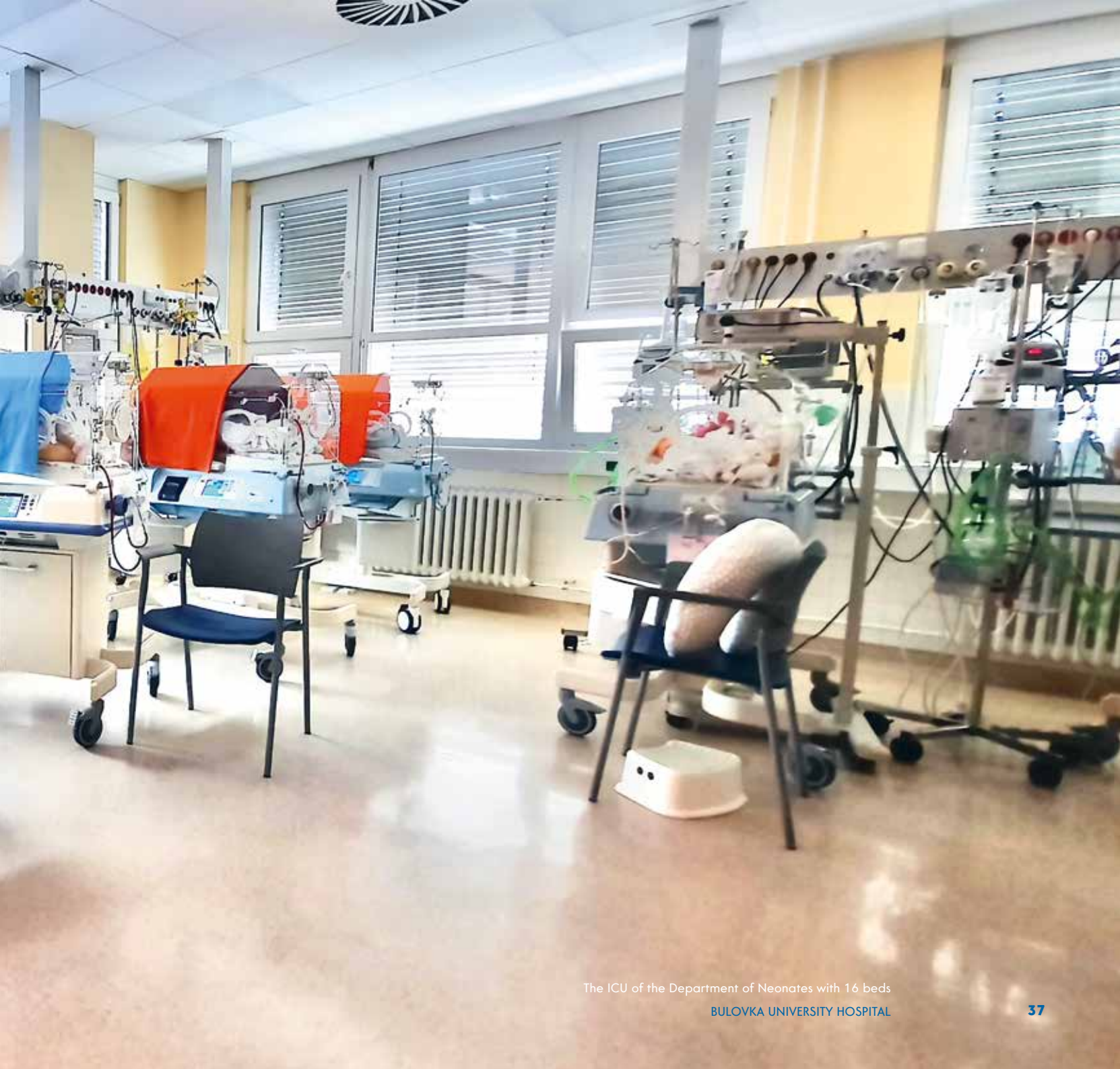


15 years of the Department of Neonates at the presence of sponsors of the department, Mrs. Vendula Pizingerová of the Kapka naděje (A drop of hope) foundation, and Mrs. Lucie Borhyová of the LuckyBe foundation.



The Křižovatka (Crossroads) foundation has donated to the hospital 25 breath monitors in total worth CZK 62,500. The collection was also supported by the T.N.S hard rock band of Týnec nad Sázavou, donating CZK 50 per a sold CD to the public collection account.





The ICU of the Department of Neonates with 16 beds

DEPARTMENT OF NEUROLOGY

MEDICAL CHIEF: **MUDR. JURAJ MODRAVÝ**

HEAD NURSE: **MARIE DVOŘÁKOVÁ**

BASIC CHARACTERISTICS:

The Department of Neurology provides specialist neurological care in all areas of diseases of the central and peripheral nervous system, as well as preoperative and postoperative care. Outpatient and inpatient care are provided to this category of patients. The Department uses 24 acute beds (of which 4 are ICU beds and 20 standard acute-care beds). The Department also has an Outpatient Clinic, Psychiatric consulting rooms and electrophysiological laboratories. Within the Department, 15 beds are allocated for the follow-up care of patients with neurological oncological diseases. The Neurological Department of the Bulovka University Hospital provides neurological care to approximately 300 000 residents of the Prague 8 and Prague 9 districts.

DEPARTMENT OF OPHTHALMOLOGY

MEDICAL CHIEF: **MUDR. BŘETISLAV BROŽEK, CSC.**

HEAD NURSE: **BC. ZDEŇKA FORMÁNKOVÁ**

BASIC CHARACTERISTICS:

The Department of Ophthalmology of the Bulovka University Hospital provides care in the entire range of modern Ophthalmology. The main activities include cataract surgery, complex treatment of glaucoma, diagnosis and treatment of retinal diseases. The Ophthalmology Department also has an excellent track record in the treatment of tear duct diseases in children and adults, and at the same time treats and operates on all injuries to the eye and its surroundings. Based on many years of experience, conservative and surgical treatment of squint in children and adults is also conducted here. In addition, patients with cancers of the eye and its surroundings are operated on, using non-invasive surgical methods.

MAJOR EVENTS IN 2022:

- The launch of the In-Retina Application Center is perceived as the most important achievement of the year 2022. This highly specialized activity comprises injections of highly specialized drugs inside the eye with the aim to stop or slow down pathological processes in the retina - which cannot be treated otherwise. This treatment method allows for management of retina pathologies where there is no other therapy alternative. This activity is necessarily conditioned by experience of the retina specialists and state-of-the-art diagnostic instrumentation.
- In the field of cataract surgeries inclusion of hydrophobic aspheric lens in the implant range was prepared. The next planned step is introduction of high astigmatism correction lenses.
- A new acquisition, the ORA diagnostic device, greatly helps in management of glaucoma. This machine can much better distinguish the various properties of the measured intraocular pressure in different patients, which helps individualize their therapy.

DEPARTMENT OF PAEDIATRIC SURGERY AND TRAUMATOLOGY

MEDICAL CHIEF: **MUDR. JAN ŠKVAŘIL, PH.D.**
HEAD NURSE: **JANA VÝBORNÁ**

BASIC CHARACTERISTICS:

The Department of Pediatric Surgery and Traumatology treats patients in the 0-18 age group. The main areas of expertise of the Department are abdominal surgery, traumatology, urology, proctology, neonatal surgery, treatment of burns in children under 3 years of age and plastic surgery for children in collaboration with the Plastic Surgery Clinic. The site closely collaborates with the clinics and departments of the Bulovka University Hospital in dealing with pediatric medicine. The Department of Pediatric Surgery uses one operating room within the operating tract of the Surgical Clinic. During the on-call period, the operating theater is used according to the current situation in collaboration with the Surgical Clinic. The Department of Pediatric Surgery provides postgraduate training for doctors before attestation. Doctors of the Department actively participate in national and international congresses related to Pediatric Surgery and its specializations. The Department of Pediatric Surgery also serves as a training station for some secondary and higher nursing schools.

DEPARTMENT OF FUNCTIONAL DIAGNOSTICS AND CENTRE OF PREVENTIVE CARE

MEDICAL CHIEF: **MUDR. JAN ZEMAN**
HEAD NURSE: **BC. IRENA PAREZOVÁ**

BASIC CHARACTERISTICS:

The main activity of the department is non-invasive diagnosis and treatment of cardiovascular diseases for inpatients and extramural outpatients (care covered by insurance companies). The second major pillar of activity is represented by preventive examinations for various business enterprises, including the most complex examinations, literally tailored to the client (paid for by direct payments according to contractual arrangements).

MAJOR EVENTS IN 2022:

- Examinations of the heart and the vasculature can now be extended with unique examination of micro-circulation, for example by capillaroscopy or laser-Doppler techniques.
- In 2022, the medical staff of the department considerably contributed to the operation of the UA point for Ukrainian migrants.

DEPARTMENT OF MEDICAL REHAB

MEDICAL CHIEF: **MUDR. HANA ŠŤASTNÁ**
HEAD PHYSIOTHERAPIST: **JITKA MÁCHOVÁ**

BASIC CHARACTERISTICS:

The Physiotherapy and Medical Rehabilitation Department of the Bulovka university Hospital provides comprehensive rehabilitative care to outpatients and inpatients in wards of the hospital departments and clinics. Continual rehabilitation in internal medicine and surgical fields is carried out here. The Department provides therapeutic physical education, physical therapy, hydrotherapy procedures, pool exercises, EMG examinations and selective stimulation for peripheral paresis. Acupuncture, kinesiotaping, massage and sauna are offered for a charge.

The Department is staffed by doctors certified in RFM, Neurology and Orthopedics, Physiotherapists, an Occupational Therapist, a Clinical Speech Therapist and a Massage Therapist. Within the framework of education, the Department also provides for the training of General Practitioners and the continuous practical training of Physiotherapy and Occupational Therapy students.

MAJOR EVENTS IN 2022:

- In 2022, physicians and physiotherapists of the department provided rehabilitation treatment and continual care both at the individual clinics and departments and in the outpatient mode for the whole hospital. The number of treatments is virtually on the same level as in the previous years and thus there is a plan for space extension for ergotherapists and physiotherapists, at the same time expected to improve the economic situation of the department.
- Complex rehabilitation care was provided to patients both from the hospital catchment area and from other regions. The department performs EMG examinations to diagnose disorders of the mobile apparatus, as the exclusive provider of this auxiliary examination method for the entire hospital.
- Physicians and physiotherapists continually develop their education in RFM, general practitioners and new physiotherapists are being trained here by the department specialists.
- Water therapy was renewed to comply with the present requirements.

DEPARTMENT OF HYGIENE AND EPIDEMIOLOGY

DEPARTMENT HEAD: **MGR. HANA BLÁHOVÁ, PH.D., MBA**

BASIC CHARACTERISTICS:

Hospital hygiene is a set of systematic activities and safety measures aimed at ensuring the health of the patients and the hospital staff. Hygienic and anti-epidemic approaches are focused on the specific environment of our hospital and developed according to its current structural-technical and operational conditions. Collaboration and communication with medical and non-medical staff and efforts to control existing or potential risks are important.

The basic activity is the protection and promotion of health and healthy living conditions, the prevention of the occurrence and spread of hospital-related infections in the form of specific (health protection) and non-specific (health promotion) primary prevention. Targeted employee protection is provided where they perform high-risk work and optimum work conditions are being ensured for them. The Department continuously monitors and records data con-

cerning the occurrence and nature of contagions, causes and conditions of their emergence and spread in the human population (including diseases transmissible from animals to humans) and applies methods of their prevention, suppression and elimination. Based on the acquired knowledge, epidemiological measures are implemented in practice, both preventive and repressive.

The activities of hospital hygiene also include collaboration with various medical disciplines focused on prevention, diagnosis and therapy of diseases, as well as activities in the field of nutritional hygiene, communal hygiene and occupational hygiene. In addition, the Department's work activities assume a knowledge of the basic technical standards and technological procedures used in a number of other fields. There is very close cooperation with the technology section in reconstruction planning and implementation. The department provides training and educational activities, delivery of specialist lectures and development of projects in the field of hygiene and epidemiology, in collaboration with colleagues from other hospital departments.

DEPARTMENT OF CLINICAL PHARMACEUTICS

HEAD CLINICAL PHARMACIST: **PHARMDR. JANA GREGOROVÁ, PH.D.**

BASIC CHARACTERISTICS:

The Department of Clinical Pharmaceutics focuses on the following 3 main areas:

1. Clinical pharmaceutical care of inpatients hospitalized in Bulovka University Hospital

Patients in the inpatient wards of the hospital are actively cared for by seven clinical pharmacists. As part of patient care, they participate in daily rounds, communicate with attending physicians and other medical staff. They systematically detect and resolve pharmacotherapeutic complications, drug interactions and side effects using an active approach. However, the main aim of care is to prevent medication problems and minimize the impact of adverse drug reactions on the patients. A lot of attention is paid to the dosage of drugs in particularly high-risk groups, such as dialysis, cancer, polymorbid and geriatric patients, patients undergoing surgery, pregnant women, etc.

2. Clinical pharmaceutical care of outpatients

Medication assessment is performed on the basis of drug record as well as the relevant medical file of the patient and leads into preparation of a proposed solution and a recommended further procedure for the attending physician.

3. Interpretations of laboratory measurements of plasma drug concentrations

The measurement of plasma drug concentrations and their interpretation is currently one of the important trends in Pharmacotherapy. Introduction of this service considerably contributes to individualization of pharmacotherapy.

– The unique collaboration between the Department of Clinical Pharmaceutics and the Laboratory of Toxicology resulted in the establishment of a new laboratory with a focus on determining the widest possible range of plasma drug concentrations.

MAJOR EVENTS IN 2022:

- Launch of a clinical pharmacist's office for primary care patients and specialized outpatient offices.
- Co-authorship and review (by PharmDr. Simona Katrnošková) of the publication titled Anticoagulation therapy (authors: Gregorová, Jana and Tašková, Ivana). Prague: Maxdorf, [2022]. Jessenius. ISBN 978-80-7345-728-0).
- Award by the Czech Medical Society of J. E. Purkyně, received by PharmDr. Jana Gregorová, Ph.D. In the context of the opening ceremony of the 50th European Congress of the European Society for Clinical Pharmacy as a recognition of the work of the whole department of clinical pharmaceutics of Bulovka University Hospital.



DEPARTMENT OF CLINICAL PSYCHOLOGY

DEPARTMENT HEAD: **PHDR. MARTIN DLABAL, PH.D.**

BASIC CHARACTERISTICS:

The department of clinical psychology provides psychological care to inpatients and outpatient clients. Psychological support is offered to patients individually, but also in the form of family or group therapy. In inpatient care, support focuses on coping with hospitalization, communicating and receiving difficult messages, companionship, managing symptoms of illness, or for example practicing and testing cognitive skills. Crisis intervention and longer-term forms of psychotherapy are offered in outpatient care. In addition, the Department provides psychotherapeutic support in individual and group form to all medical staff of the Bulovka University Hospital.

PAIN THERAPY DEPARTMENT

HEAD PHYSICIAN: **MUDR. IRENA PECHANOVÁ**

HEAD NURSE: **MILENA ŠLAUFOVÁ**

BASIC CHARACTERISTICS:

The work of the department focuses on patients suffering from chronic pain not responding to therapy provided by general practitioners and outpatient specialists and provides consultancy to hospitalized patients. The care must be commenced as soon as possible in cases where postponement of therapy commencement might worsen the prognosis. The department mainly works with cancer patients, patients in terminal stages of their disease - in cooperation with hospices - including provision of domestic hospice care under defined conditions.

The outpatient office is currently staffed with one physician with full workload and two part-time physicians plus one full-time and two part-time nurses. The therapies provided include all forms of pain care, including invasive techniques and modern pharmaceutical therapies.

FOLLOW-UP CARE DEPARTMENT

MEDICAL CHIEF: **MUDR. LENKA CHOMIAKOVÁ**
HEAD NURSE: **MGR. EMÍLIE ŠTIRANDOVÁ**

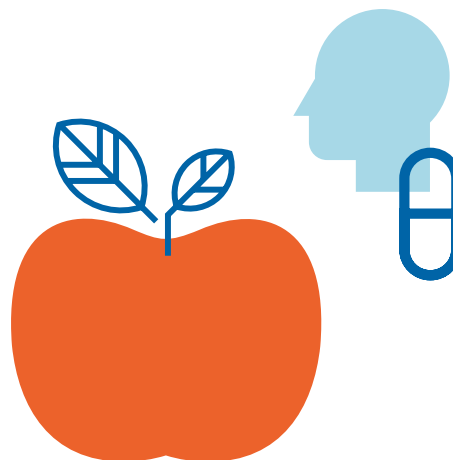
BASIC CHARACTERISTICS:

The Follow-Up Care Department was built on the initiative and with the financial contribution of the Prague City Council in May 2006 and is now an integral part of the Bulovka University Hospital. The Department is located on the ground floor of Pavilion 9 and has 4 double rooms, 4 four-bedded rooms and 1 three-bedded room available for patients. Healthcare is provided here to patients with an established diagnosis in a stable condition and without the need for continuous 24-hour medical care. Adult patients are admitted to the beds, especially seniors from other Hospital departments, who no longer need care in an acute bed after recovering from the acute phase of their illness, but whose health condition does not yet allow them to exist independently at home. "The aim of medical, complex nursing and rehabilitative care is the maximum improvement of the patient's overall psychosomatic condition." During the stay, self-sufficiency training in daily activities is also carried out to facilitate the patient's return to the home environment.

Post-discharge care is also provided in collaboration with the Social Health Department. In the case of hospital discharge, this includes Home Care and other nursing services according to the individual needs of the patient and their family.

MAJOR EVENTS IN 2022:

- A reconstruction was performed at the department. Sanitary facilities were added to double rooms – showers and WC closets with widened entrances for patients with rehab (walking) aids. Further reconstruction activities included window replacement in the corridor and reconstruction of changing rooms for nurses, including a new shower and a WC.
- Practical training was provided to studying nurses-to-be led by the department mentors.
- The department cooperated with a volunteer program making the stay more pleasant for hospitalized patients.
- Bed replacement with electrically operated beds was completed with the result of a significant improvement of patient comfort and facilitation of staff work.
- The department was equipped with new hydraulic walking aids.
- The outdoor terrace was reconstructed also for the purpose of use for patient rehabilitation.



DEPARTMENT OF NUTRITIONAL THERAPISTS

HEAD NUTRITIONAL THERAPIST: **ING. BC. DIANA TRAPPLOVÁ**

BASIC CHARACTERISTICS:

Clinical Nutritional Therapists work with doctors and nurses in all inpatient wards, providing nutritional advice and counseling. At the same time, they actively participate in the preparation of professional seminars at the Bulovka University Hospital. Nutritional Therapists and Food Service Assistants supervise, methodically guide and organize the preparation of meals for patients in the Bulovka University Hospital and other facilities.

MAJOR EVENTS IN 2022:

Nutritional care

- A compulsory onboarding training of selected staff in nutritional care at Bulovka University Hospital was introduced.
- A new Nutritional Care Team of Bulovka University Hospital was formed with the responsibility for the professional aspect of nutrition.
- The series of educational leaflets was eventually updated and two new educational materials were prepared, namely Vegan Food and Nutrition for Cancer Patients.
- A new nursing care procedure was put into practice: Care of obese child in nutritional therapist's office.

Patient catering

- The Dietary System of Bulovka university Hospital was completely revised for compliance with the Methodological Recommendation of the Ministry of Health of the Czech Republic, including amendments of the nutritional values of the individual diets.
- Vegan food serving option was introduced including preparation of a new vegan nutrition methodological guideline.
- New menu cards for patients were prepared. Changes were introduced in the cold food counter: introduction of home-made spreads, widened assortment of wholemeal breads, fresh vegetable serving, inclusion of quality ham, sour dairy products, home-made pudding and fruit cakes.

ORTHOPAEDIC CLINIC – 1ST FACULTY OF MEDICINE, CHARLES UNIVERSITY AND INSTITUTE OF POSTGRADUATE MEDICAL EDUCATION

HEAD PHYSICIAN: **PROF. MUDR. JIŘÍ CHOMIAK, CSC.**

MEDICAL CHIEF: **MUDR. RADOVAN KUBEŠ, PH.D.**

HEAD NURSE: **BC. JANA MALÁKOVÁ**

BASIC CHARACTERISTICS:

The Orthopedic Clinic of the Bulovka University Hospital, 1st Faculty of Medicine, Charles University, and Institute of Postgraduate Education, works in Orthopedics and Trauma Therapy of the musculoskeletal system, which is one of the largest fields of Medicine, providing therapeutic and preventive care to patients of all age groups. The special feature of the clinic is that it covers the entire spectrum of orthopedics: from pediatric orthopedics, through spondylosurgery, septic orthopedics, adult traumatology, sports traumatology and general orthopedics, joint replacement orthopedics and orthopedics for cancer patients within the comprehensive cancer care center.

The combination of acute trauma care, acute orthopedic care and elective orthopedic surgery provides patients with a wide range of conservative and surgical procedures. These include the musculoskeletal system itself, as well as various domains of related disciplines such as Neurosurgery, Plastic Surgery, Vascular Surgery, Rheumatology, Oncology, Paediatrics and anything related to the musculoskeletal system.

The clinic is also an important postgraduate training center for physicians from all over the country and also provides undergraduate education for students of the 1st Faculty of Medicine, Charles University in Prague.

DEPARTMENT OF OTORHINOLARYNGOLOGY

MEDICAL CHIEF: **MUDR. TOMÁŠ PODLEŠÁK**

HEAD NURSE: **ANNA EHLENOVÁ**

BASIC CHARACTERISTICS:

The Department specializes in the diagnosis and treatment of diseases of the ear, nose and throat. The Department physicians are engaged in comprehensive diagnosis and treatment of diseases of the ORL area, head and neck, including endoscopic examinations. They also perform routine diagnostics and surgical procedures in the ORL region, as well as hearing screening examinations of newborns and children at 5 years of age. The ORL Department offers care in the following specialized Outpatient Clinics: audiological, phoniatic, SAS (sleep apnoea syndrome), vestibular, otological, rhinological, oncological dispensary, throat sonography and the office of the Department Head.

PATHOLOGICAL ANATOMY DEPARTMENT

MEDICAL CHIEF: **MUDR. ZUZANA ŠPŮRKOVÁ**
HEAD LAB TECHNICIAN: **PAVLÍNA ROLLOVÁ**

BASIC CHARACTERISTICS:

The main activities of the Department include histological examinations of tissue samples taken in the clinical departments of the Bulovka University Hospital and cytological diagnostics. Currently, there is an increasing number of puncture and endoscopic biopsies where only a small amount of material is taken and there is a requirement for rapid diagnosis so that appropriate therapy can be set up. These examinations, as well as peri-operative biopsies, require highly qualified personnel. In addition to diagnostic tests, the Department's Immunohistochemistry Laboratory provides an increasing number of tests for predictive tumor markers. A traditional part of the Department is the Autopsy Department, where pathological and anatomical autopsies in indicated cases are performed. Since 2020 the department has been a type II accredited site.



Another edition of the traditional seminar for pathologists. One of the themes covered biopsies of bone and soft tissue tumors.



PAEDIATRIC DEPARTMENT

MEDICAL CHIEF: **MUDR. IVAN PEYCHL**

HEAD NURSE: **BC. ANDREA FAJTOVÁ**

BASIC CHARACTERISTICS:

The Pediatric Department of the Bulovka University Hospital has worked as an independent hospital site since 1 October 1949. In 1996 the Department moved from its original building to the newly built Pavilion 15, shared with the Gynecology and Obstetrics Clinic, the Neonatology Department and the Plastic Surgery Clinic. The Department uses 30 beds, including 5 beds for lower intensive care. At present, the Department also has 2 super-standard rooms, preferentially occupied by breastfed infants and their mothers.

In the outpatient and inpatient sections of the Department, doctors and nurses care for children from newborn to the age of 19 years. The outpatient section is divided into general outpatient care and specialized outpatient clinics. The main focus includes respiratory diseases, bronchial asthma, heart diseases, endocrine diseases, kidney and urinary tract diseases and digestive tract diseases. Consultations with a Pediatric Neurologist are also available. The physicians of the Department provide a pediatric consultancy service for the whole Bulovka University Hospital.

MAJOR EVENTS IN 2022:

- The department was equipped with a modern endoscopy pillar mainly serving for pediatric pneumology and pediatric gastroenterology offices. The equipment, together with the supplied devices, permits high-resolution laryngobronchoscopy and gastroduodenoscopy performance.
- The pediatric endocrinology specialty was fully established at the department. Two physicians achieved full qualification in this sub-specialty. The relevant contracts with insurance companies were signed.
- The pediatric pneumology office was equipped with a state-of-the-art body pletysmograph. The examination is complemented with spirometry to permit a more detailed analysis of breathing functions in patients with chronic lung diseases.





We acquired the O-arm diagnostic device thanks to the project titled "FNB - development and modernization of equipment for surgical and diagnostic fields", which is co-financed by the European Union from the European Regional Development Fund and was supported under the 98th call of the Integrated Regional Operational Program, specific objective 6.1 of REACT-EU.

RADIOLOGICAL DEPARTMENT – 1ST FACULTY OF MEDICINE, CHARLES UNIVERSITY

MEDICAL CHIEF: **MUDR. MARTIN MAŠEK**
HEAD RADIOLOGY ASSISTANT: **BC. PETRA KVĚŠKOVÁ**

BASIC CHARACTERISTICS:

The Radio Diagnostic Department of Bulovka University Hospital provides highly specialized diagnostic services for patients of all hospital departments as well as for some patients of external outpatient facilities. The service is provided across the specialty range and on the basis of the newest medical knowledge.

The radio diagnostic department is spread across several buildings of the hospital premises and is equipped with modern diagnostic instrumentation. Virtually all radio diagnostic sites provide their services in the 24/7 mode.

The department performs a wide range of imaging examinations - from basic scanning to specialized CT, MR, angiography and mammography. This includes several scanning and two scanning-skiascopic workplaces, one digital subtraction angiography (DSA) workplace, two CT workplaces - one for emergent diagnostics (128 rows of detectors) and the other one mainly for the investigation of cancer patients (64 rows of detectors). There are two MRI sites here - one is equipped with a 1.5 T machine and the other with a 3T device. There are two mammographs at the department of mammary diagnostics - with the possibility of stereobiopsy, one offering modern examination by means of tomosynthesis and i.v. contrast application as an option (contrast mammography).

There are several modern/top-standard mobile X-ray machines for imaging of recumbent patients and several C-arms, which are used both to assist surgical procedures in operating theaters dedicated to orthopedics and traumatology for adult patients and in pediatric surgery operating theaters designed for pediatric trauma care.

Site distribution across the buildings of the Bulovka University Hospital premises:

- In Building 1, there is an ultrasonic, skiagraphic and skiagraphic-skiascopic work site, where classical examinations of the digestive and excretory tract are performed, as well as special examination methods such as micturition cystourethrography for congenital developmental defects of the urinary tract in pediatric patients, and special examinations for patients with defecation disorders - i.e. defecography. There is also a DSA device installed there for demanding invasive interventions on human body arteries. There is also the central ultrasonic examination room here for general examinations and provision of hospital emergency care.
- In Building 4, there is a skiagraphic device reserved for patients of the pneumology clinic.
- Building 5 houses a skiagraphic site service the clinic of surgery and several C- arms for assistance at operating theaters, mainly of pediatric surgery.
- Building 10 provides an ultrasonic examination room for general examinations and angio-examinations, and a skiagraphic-skiascopic site performing ERCP examinations in cooperation with the department of gastro-enterology.
- In Building 13, you can find a skiagraphic site working for the clinic of orthopedics and providing basic and special x-ray projections of the mobility apparatus and operating several C - arms for assistance at operating theaters, including a modern O-arm device designed for 3D navigated spondylosurgical interventions. The building further houses a CT work site with a 128-row device, primarily designed for diagnosing patients of all hospital clinics and provision of hospital emergency service. This device is also used for interventional procedures under CT control - such as bioptic verification of tumor lesions, drainage of fluid accumulations and treatment of tumors using RF ablation techniques. There is also a MR room in the building with a 1.5T instrument designed for diagnostic purposes and serving all outpatient and inpatient clinics of Bulovka University Hospital.



- A mammography, CT and MRI site is located in Building 16. The mammography site includes two mammography and two ultrasonic examination rooms. Mammary diagnostics has been successfully expanded by 3D tomosynthesis and contrast mammography with i.v. application of contrast agent; radioactive iodine grains are now used for localization of lesions. The CT office with a 64-slice CT device is mainly used for diagnosing and monitoring of therapy of cancer patients of the Institute of Radiation Oncology and the Clinic of Pneumology of Bulovka University Hospital. The MR site is equipped with a 3T device mostly used for outpatient service to Bulovka University Hospital and other health care facilities.
- Mobile x-ray apparatuses are located at all ICUs including Neonatology ICU. The Clinic of Infectious Diseases of Bulovka University Hospital is equipped with two mobile devices strongly involved in examinations of Covid-19 patients in the peak Covid pandemic period. There is also close collaboration with the Institute of Forensic Medicine where examinations are performed on a mobile device helping clarify various cases.

MAJOR EVENTS IN 2022:

- A new state-of-the-art O arm with 2D and 3D imaging and navigation system for spine surgery was purchased for the spondylo-surgery team in the orthopedic operating theaters.
- The department has two ultrasonic workplaces for general and vascular diagnostics and one ultrasonic workplace for mammary diagnostics, which has been expanded with a new USG device.



RADIOPHYSICS DEPARTMENT

DEPARTMENT HEAD: **MGR. PAVLA NOVÁKOVÁ**

BASIC CHARACTERISTICS:

The department provides services in the field of radiological physics and radiation protection for the Institute of Radiation Oncology, the Radio diagnostic Clinic and for other departments of the hospital that use sources of ionizing radiation in their activities. The Radiophysics Department is an accredited workplace for the postgraduate education of Radiological Physicists and Radiological Assistants with a nationwide scope, with undergraduate theoretical and practical teaching of these disciplines also being provided here.

The team of the department participates in the introduction of the most modern techniques in radiotherapy, technically ensuring the operation of four linear accelerators, which allow the implementation of highly conformal radiotherapy techniques, including stereotactic radiotherapy (delivery of high doses of radiation in a smaller number of fractions for localized tumor deposits) or respiratory gating (irradiation in a specific part of the breathing cycle with greater sparing of healthy tissues). In addition, the department has advanced dosimetry equipment to perform tests on the irradiator for brachyradiotherapy, calculations of whole-body irradiation in patients with hematological malignancies and calculations of irradiation plans for cancer patients. The department also takes technological care of devices for microwave hyperthermia and an X-ray irradiator, mainly used for non-cancer radiotherapy.

SOCIAL-HEALTH DEPARTMENT

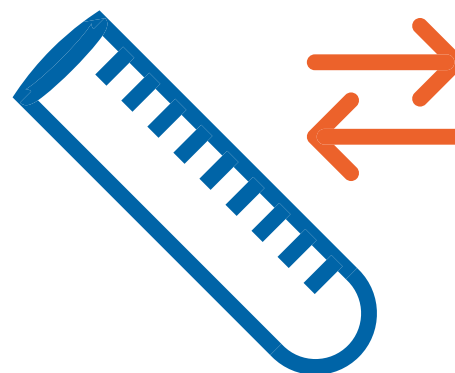
DEPARTMENT HEAD: **VLADIMÍRA KVAPILOVÁ**

DEPUTY HEAD: **VĚRA FOŘTOVÁ, DIS.**

BASIC CHARACTERISTICS:

The task of the Social Health team is to improve the patient's quality of life, in particular by discharging him/her to their home environment, if his/her health condition permits, and/or by placing him/her in a suitable social or medical facility with appropriate rehabilitation. This care is provided at the Hospital by 8 Social Health Workers who attend their assigned clinics. The placement of workers is designed to be most fitting to the existing patient issues. Based on the request of the patient's attending physician or his/her relatives, they provide: health services (home care, hospices, long-term care facilities, gerontological-nursing centers, rehabilitation institutes), social care services (nursing services, day-care centers, homes for the elderly, children's centers), social prevention services (shelters, residential homes, dormitories, contact centers). They also address the issues of people without social background, drug addicted mothers and also child patients (alcohol, drugs, abuse, neglected care).

In 2022, the Social Health Unit handled the cases of **5 680 patients**.



DEPARTMENT OF UROLOGY

MEDICAL CHIEF: **MUDR. OTAKAR MAREŠ**

DEPUTY MEDICAL CHIEF: **MUDR. LUKÁŠ WAGENKNECHT, MBA**

HEAD NURSE: **HANA TREJBALOVÁ**

BASIC CHARACTERISTICS:

The Urology Department provides comprehensive urological care for patients in the wide catchment area of Prague, the Central Bohemian Region and for many patients from all over the Czech Republic. This is the oldest independent urology department in the Czech Lands (existing since 1931).

The inpatient ward disposes with 25 beds including two super-standard single rooms. The newly reconstructed ICU, opened in 2021, operates six monitored beds fully equipped for intensive care, including artificial ventilation. A schedule of surgeries runs at two operating theaters, one for endoscopic and the other for laparoscopy and open surgery procedures. Outpatients are taken care of both in the acute 24/7 mode and in the "chronic" outpatient offices, including systematic care of patients with malignancies after surgical therapy.

Thanks to the existing departmental management, the staffing situation in the segment of medical health care staff has stabilized in the last two years.

MAJOR EVENTS IN 2022:

- In May 2022, Bulovka University Hospital received the official status of the Center for highly specialized cancer care. The granting of the status recognized the hospital's excellence in this field. The granting of this status was preceded by major investments in the Urology Department of Bulovka University Hospital.



RADIATION ONCOLOGY INSTITUTE – 1ST FACULTY OF MEDICINE, CHARLES UNIVERSITY

HEAD PHYSICIAN: **PROF. MUDR. LUBOŠ PETRUŽELKA, CSC.**

MEDICAL CHIEF: **MUDR. MILOSLAV PÁLA, PH.D., MBA**

HEAD NURSE: **MGR. VĚRA ČERMÁKOVÁ**

BASIC CHARACTERISTICS:

The Radiation Oncology Institute of the Bulovka University Hospital and the 1st Faculty of Medicine is the largest site of a Complex Oncology Center in Prague. The Institute deals with the non-surgical treatment of solid tumors in adults – radiotherapy, systemic treatment (chemotherapy, hormonal therapy, targeted biological therapy, immunotherapy), supportive and palliative treatment and dispensary care for oncological patients. The Institute of Radiation Oncology offers patients state-of-the-art treatment procedures, applied in accordance with the level of knowledge of evidence-based medicine. Treatment is based on a system of treatment protocols that are regularly updated, and interdisciplinary cooperation within multidisciplinary expert teams.

The Radiotherapy Department is equipped with three linear accelerators, which enable the implementation of highly conformal radiotherapy techniques, including stereotactic radiotherapy (delivery of high doses of radiation in a smaller number of fractions for localized tumor deposits) or respiratory gating (irradiation in a specific part of the breathing cycle with greater sparing of healthy tissues). The Department is also equipped with instrumentation for brachyradiotherapy, whole-body irradiation for patients with hematological malignancies, microwave hyperthermia and non-tumor radiotherapy.

The Outpatient Department includes 12 specialized outpatient clinics and a modern day-care facility for the application of systemic anticancer treatment. There is also a Paxman® system installed in the day-care area, which uses “cooling caps” to help patients prevent hair loss during treatment with cytostatic chemotherapy.

The inpatient ward is equipped with 40 beds for patients whose general condition does not allow outpatient treatment.

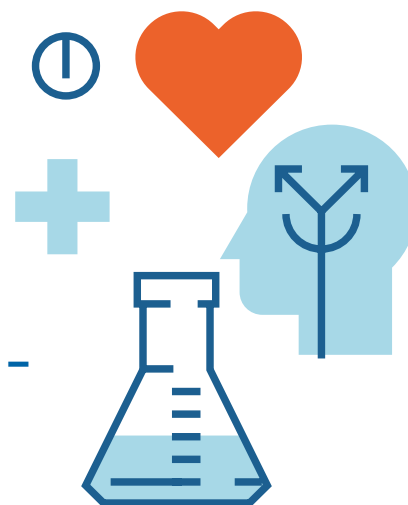
The Department is accredited for teaching both basic Oncology specializations and participates in a number of multicentric clinical trials.

MAJOR EVENTS IN 2022:

- The Radiation Oncology Department staff was extended with new positions of Cancer Care Coordinators who help the patients through the demanding therapy process.

INSTITUTE OF FORENSIC MEDICINE – 2ND FACULTY OF MEDICINE, CHARLES UNIVERSITY

HEAD PHYSICIAN: **MUDR. PETR TOMÁŠEK, PH.D.**
MEDICAL CHIEF: **MUDR. JANA MARKVARTOVÁ**
HEAD NURSE: **MGR. MICHAELA KALČÍKOVÁ HISEMOVÁ**



BASIC CHARACTERISTICS:

The Institute of Forensic Medicine of the Bulovka University Hospital and 2nd Faculty of Medicine of Charles University in Prague provides one-shift medical forensic services for Prague 3, 6, 7 and 9 and some districts of the Central Bohemian Region (Prague East, Prague West, Mělník, Mladá Boleslav and Nymburk), as well as for the Bulovka University Hospital, the Motol University Hospital, the Na Homolce Hospital and ad hoc for the IKEM and the Malvazinky Rehabilitation Clinic.

Within the framework of the office of a physician reporting to the Police of the Czech Republic, the institute provides round-the-clock medical examinations of persons restricted in their personal liberty for the purpose of incapacitation for police actions and stay in a police keep, as well as sampling of biological material in the case of alcohol influence and in the case of suspected influence by another addictive substance. The office also performs examinations of persons with their health damaged by violent criminal activity. The office further implements medical examinations and biological material sample taking for self-payers and organizations in the OHS context.

A laboratory of toxicology, as an integral part of the Institute of Forensic Medicine, carries out toxicological examinations of biological material taken not only during autopsies of the deceased, but also from hospital patients, persons restricted in their personal liberty, self-payers and employees of organizations for evidence of alcohol and other addictive substances.

Another activity of the institution is the undergraduate teaching of the subjects of Forensic Medicine and Child Patient Concept in Contemporary Law in the Master's Degree Program in General Medicine at the 2nd Faculty of Medicine, Charles University.

MAJOR EVENTS IN 2022:

- In collaboration with the Department of Clinical Pharmaceutics of Bulovka University Hospital, a specialized laboratory of clinical toxicology and pharmaceutics was launched for the purpose of measuring plasma levels of medicines to monitor patient compliance.

SPA: TOUŠEŇ PEAT SPA

CEO: **ING. LIBOR TEJNIL**

BASIC CHARACTERISTICS:

The Toušeň Peat Spa has provided professional care for more than 150 years with the main focus on quality health services of spa medicine. The spa achieves excellent results in the treatment of mobility issues, especially rheumatoid arthritis, Bechterew's disease and various skin diseases. The spa consists of a complex of buildings in an enclosed area with its own park and colonnade. The total accommodation capacity is 71 beds in the main building, in a quiet pavilion and in two new suites.

MAJOR EVENTS IN 2022:

- The year 2022 was a year of multiple changes in the Toušeň Peat Spa. The first two months of the year were still influenced by the Covid-19 pandemics and in fact continued the established practice of the critical years 2020 and 2021. As a consequence of the war in the Ukraine and the related drastic inflation growth, spa care and other service prices needed to be significantly increased. This also significantly affected the economic earnings of the spa. After the covid-19 pandemic, the spa clientele returned very slowly, both patients approved by the insurance companies and patients who pay for their treatment and stay by themselves.
- On the basis of the above mentioned facts, the Bulovka University Hospital management took a fundamental decision in 2022 with the aim to build an Inpatient follow-up rehab care center (IFRCC) for patients after TEP (total endo-prosthetic) surgeries.
- 18 VIP-quality beds ere reconstructed for that purpose in the peaceful family spa environment. The necessary medical and non-medical health care staff were recruited and management and logistics were optimized. Since September 2022, inpatient care has been provided in the IFRCC department of the Toušeň Peat Spa 24 hours a day and practically 365 days a year, with a personal and professional approach to each patient.
- Thanks to this change, Bulovka University Hospital is practically the only hospital in the Czech Republic that can provide comprehensive patient care, from surgery to the final spa treatment of health problems associated with recovery after total endoprosthesis surgery. The support for this complex trend from the side of health insurance companies is a very positive signal.
- The spa also takes care of the hospital staff, providing them with massages both on the hospital premises and in the spa itself in the form of a stay with a spa procedure program. This is also the orientation of the spa development towards the future, including support for hospital employee rehabilitation.





A rehab session at the Follow-up Rehab Care Ward



The team of the Clinic of Gynecology and Obstetrics of Bulovka University Hospital in Senegal and Ghana in the context of long-term cooperation with these countries



MEDEVAC

BASIC CHARACTERISTICS:

The MEDEVAC health and humanitarian program, managed by the Ministry of the Interior of the Czech Republic, focuses on providing medical care to people in regions affected by humanitarian crises or natural disasters. Treatment and assistance to civilians is provided free of charge on site or in refugee camps. The Bulovka University Hospital was among the first to join the MEDEVAC program in 2014.

MAJOR EVENTS IN 2022:

- In 2022, the team of the Clinic of Gynecology and Obstetrics of Bulovka University Hospital developed activities within the project of long-term collaboration with hospitals in Senegal and Ghana. The project activities included two surgical missions of the hospital staff in those countries and long-term internships of local physicians in Prague.
- In connection with the war conflict in the Ukraine, Bulovka University Hospital helped the Ministry of Health of the Czech Republic organize purchase of health care aids in the context of a humanitarian program for the Ukraine.
- Cooperation on the MEDEVAC program is also planned for the coming years and the range of activities is constantly evolving according to current global needs.





HELP TO THE UKRAINE BY BUH

On 4 March 2022

Medical materials to help the Ukraine set off from Bulovka to the war-stricken country. This is the first delivery of donations for mothers of Ukrainian babies from Czech mothers.

Our Department of Neonates will continue to distribute material help in collaboration with the Humanitarian Help Center of the House of Minorities in Prague, which, together with the Ukrainian initiative, created a direct corridor of help supplies to a warehouse in Lvov. The donations of Czech mothers will subsequently be redistributed to the most needful Ukrainian locations.

On 18 March 2022

Our UA POINT operation was launched to provide primary care to people coming from the Ukraine.

These people, after going through a registration process, will be included in the public health insurance system as state insurance beneficiaries with full rights to the provision of paid health care services like any other insured person from the Czech Republic.



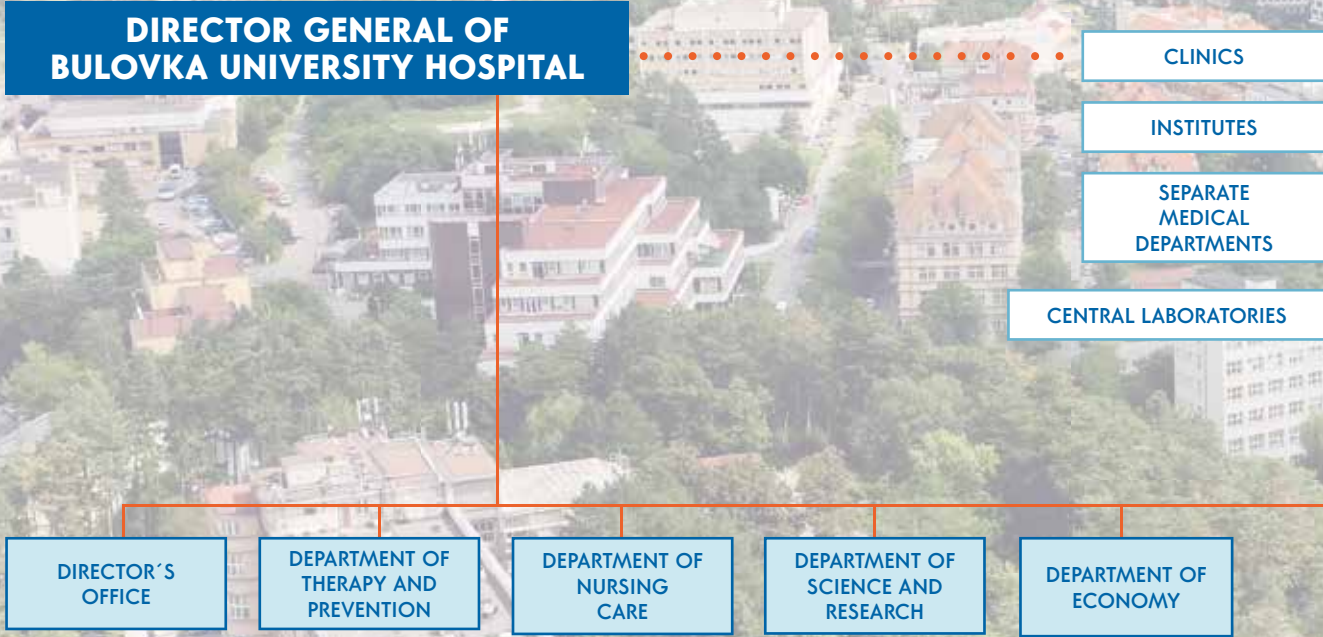




II.

DEPARTMENT OF OPERATIONS AND ADMINISTRATION

ORGANIZATIONAL DIAGRAM – BULOVKA UNIVERSITY HOSPITAL





DEPARTMENT OF
COMMERCE

DEPARTMENT OF
OPERATIONS AND
TECHNOLOGY

HR DEPARTMENT

DEPARTMENT OF
INFORMATION AND
COMMUNICATION
TECHNOLOGIES

SECURITY DEPARTMENT AND SECRETARIAT OF BULOVKA UNIVERSITY HOSPITAL DIRECTOR

DEPARTMENT HEAD: **MGR. JANA ŽOLKOVÁ**

BASIC CHARACTERISTICS:

The Department of Security and Director's Secretariat includes a Section of safety and protection of persons, an OHS and fire protection section, crisis preparedness referent, a data protection officer according to GDPR, and the secretariat of the Bulovka University Hospital director. The Department as such fulfills the security-related tasks at the Bulovka University Hospital following from the generally binding legislation in the wording valid for the region in question.

DEPARTMENT OF INTERNAL AUDIT AND CONTROLLING

HEAD: **MGR. JAN KUBŮ**

BASIC CHARACTERISTICS:

The Department consists of three departments: the Internal Audit Department, the Controlling and Analytics Department and the Ombudsman Department, each of which performs a specific task at Bulovka University Hospital.
Internal Audit Department (OIA)

The OIA carries out audit and verification activities in the organisation, primarily in accordance with the Financial Control Act No. 20/2001 Coll. The OIA's activities are determined by an annual plan and include the implementation of audit actions, consultancy contracts, commentary procedures and evaluation of the implementation of imposed corrective measures. The audit actions covered the areas of warehouse management, access to information systems and management of immovable property. OAI provided consultations on the setup of the internal control system, organizational structure or risk management. At the same time, the OIA is the guarantor of the organisation's Anti-Corruption Strategy. In 2022, the OIA administered an external audit of the Supreme Audit Office entitled Property and State Funds Managed by Selected Teaching Hospitals.
Controlling and Analytics Department (OCA)

The purpose of the OCA is to report on hospital operations - both to management and to users within each department. The department works closely with the Information and Communication Technology Department and the Economic Department. OCA is responsible for building a central data warehouse that serves as a source of information for visualizations and reports in Tableau. A flagship project in 2022 was the development and launch of the first version of the Key Performance Indicators (KPI) dashboard, which reports to individual clinical sites on the achievement of financial, production and academic targets, which informs subsequent management and reward of sites. The department also produces ad hoc analyses, primarily in the areas of finance, health insurance reimbursement and healthcare delivery.
Ombudsman's Office (OO)

The Ombudsman's Department received a total of 139 complaints, 200 compliments and 72 suggestions between 1 January 2022 and 31 December 2022. All complaints received were duly registered and investigated in collaboration with the responsible deputies and heads of departments. The OO dealt expeditiously with a number of requests or complaints for billed services, as well as complaints received by telephone or via the contact form on the FNB website, and by verbal and electronic submissions. The majority of complaints were directed against inappropriate communication and actions of medical staff, against the health services provided, organisational and operational deficiencies, especially long waiting times in outpatient clinics, especially during inpatient emergency services. Complaints received are regularly evaluated with a view to improving the quality of the healthcare provided and setting up corrective measures so that similar situations that could lead to complaints do not occur in the future.



PROJECT MANAGEMENT DEPARTMENT

PROJECT MANAGER: **MGR. TOMÁŠ BAZALA**

BASIC CHARACTERISTICS:

The department consists of project managers who fulfill tasks of the hospital management by means of program and project implementation, and of supportive personnel. The department works on designated programs and projects with hospital-wide impact or, in selected cases where project or process management is required, also on smaller projects.

The department closely cooperates with the technical departments (operations and technology, ICT) in the implementation of individual projects and also intensely communicates with the medical staff. The purpose of the department is creation of a coherent methodological support to individual projects and of a room for more direct communication of the hospital management intentions towards the employees, including forwarding the needs of the individual sites to the general hospital management.

MAJOR EVENTS IN 2022:

- In 2022, the project management department still completed the outgoing Covid projects. Operation of the Mobile Vaccination Point at the Prague Main Station was phased out in February 2022. At the same time the project management department handed over complete well-established covid-19 vaccination-related agenda back to the clinic of infectious diseases. The agenda of the sample collection point was likewise returned under the Central Laboratories' control.
- The greatest development in the area of development projects was seen in the Complex Reconstruction of the Clinic of Gynecology and Obstetrics and related sections of Bulovka University Hospital. Within the framework of a construction study, it was possible to come up with a concept of an extension to Building 15, which will offer new capacities of the Midwifery Center and at the same time ensure smooth continuity with other facilities.
- The year 2022 also saw preparation and implementation of the project of renewal of the linear accelerator site at the Department of Radiation Oncology supported from the ReAct program. In the course of the year, a tender was held for project documentation preparation and implementation for construction readiness and another extensive tender for selection of the supplier of the technology itself. In autumn, another tender selected the construction contractor. The construction was scheduled for spring 2023 and the linear accelerator launch is scheduled for autumn 2023.
- In order to further improve the hospital's function, preparations were also underway for other development projects, such as the relocation of the Neurology Department or the building of new capacities for the Plastic Surgery Clinic and the Department of Internal Medicine. In the course of 2023, we expect a tender and subsequent commencement of works on the key development document - the BUH Master Plan.
- The successfully completed digital agenda projects included completed preparation for implementation of a functional tool for Business Process Management. Process digitization and step-by-step elimination of paperwork is a medium-term plan of the hospital management. In 2022, business and administration processes were prepared for implementation with the aim to significantly simplify work of hospital employees and thus to streamline their workloads.

PR AND COMMUNICATIONS DEPARTMENT

DEPARTMENT HEAD: **BC. FILIP ŘEPA**
SPOKESWOMAN: **MGR. EVA LIBIGEROVÁ**

BASIC CHARACTERISTICS:

The PR and Communications Department, in cooperation with other hospital departments, ensures the complete presentation of the Bulovka University Hospital to the public as well as to its employees. This mainly includes the following activities: communication with media representatives, organization of press conferences and briefings, issuing press releases, publishing an internal newsletter, promotion of the content of the Bulovka University Hospital website, management of social networks, negotiations with state institutions in terms of communication, production of educational and presentation materials, creation of an orientation system, organization of internal workshops, creation and maintenance of corporate identity, event management, support for recruitment activities and coordination of donations to the hospital.

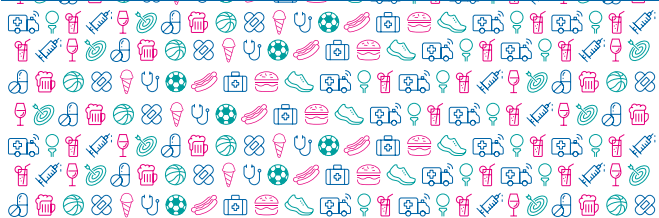
MAJOR EVENTS IN 2022:

- A complex New Employee Onboarding Manual was issued. This practical guide helps new colleagues successfully pass the whole onboarding process, facilitates cooperation with the HR Department - Employee Section and brings important information for the new colleagues' first days with the company.
- The much-needed and useful BUH Nameless Telephone Directory was completed. This internal document includes detailed contact data of clinics and departments including phone numbers of the individual sites. The directory is available in both electronic and paper format.
- In 2022 the department again held several popular internal periodic events, such as the established Sporting Afternoon for the hospital staff and their families. The agenda included a beach volleyball tournament featuring 15 teams of Bulovka employees!
- To make the work site atmosphere more pleasant, a symbolic celebration of the Day of Smiles when employees could pin on a simple placard with a smiley face was held again.





14. ROČNÍK **BEACHVOLEJBALOVÉHO TURNAJE O POKHÁR ŘEDITELÉ**
A SPORTOVNÍ ODPOLEDNE 24. 6. 2022



SPORTOVNÍ ODPOLEDNE A BEACHVOLEJBALOVÝ TURNAJ PRO ZAMĚŠTNANCE BULOVKY

Kdy: v **pátek 24. 6. 2022 od 14 do 21 hodin**
Kde: **Sportcentrum Koráb**



**DOBŘE
JÍDLO A PÍTI
SPORT
A SÁBAVA**



PRIJĚTE I S RODINOU!
SC Koráb je 10 minut od Bulovky, Krájčova 2261/20, Praha 8 – Libeň



SPORTOVNÍ ODPOLEDNE NÁS BAVILO



SPORTCENTRUM KORÁB - PÁTEK 24. 6. 2022

Děkujeme všem, kteří na sportovní odpoledne dorazili, ať už jako aktivní sportovci, nebo se přišli jen s kolegy pobavít a strávit s nimi čas v pohodové neformální atmosféře.



KOMPLETNÍ FOTOGALERIE ZE SPORTOVNÍHO ODPOLEDNE NALEZTÉ NA INTRANETU
[včetně fotozóny v areálu nemocnice]



SOCIÁLNĚ ZDRAVOTNÍ ODDĚLENÍ

POSKYTUJE PORADENSKOU ČINNOST PACIENTŮM A JEJICH RODINÁM

POMÁHÁME ZAJIŠŤOVAT:

- Služby domácí péče (ošetřovatelskou zdravotní službu, pečovatelskou službu),
- další následná zařízení (LDN, ošetřovatelská centra, rehabilitační zařízení),
- azylové domy, kontaktní centra (pro osoby bez příštěší),
- sociální zařízení (domovy pro seniory, domy s pečovatelskou službou).

DÁLE POSKYTUJEME KONZULTACE:

- Markám přijatých na Gynekologicko-porodnickou kliniku,
- rodicům přijatých dětí na dětská oddělení nemocnice.

KDE NÁS NAJDETE:



STAŇTE SE DOBROVOLNÍKEM VE FAKULTNÍ NEMOCNICI BULOVKA

AKTUÁLNĚ HLEDÁME DOBROVOLNÍKY pro Ústav radiční onkologie a Oddělení následné péče.

Náplní vaší práce bude poskytování podpory pacientům prostřednictvím individuálního kontaktu - formou rozhovoru, čtení knih, časopisů, hraní společenských her, luštění křížovek, drobné výtvarné činnosti apod. Ve skupinách pak budete s pacienty pracovat v rámci společenských her, tvůrčích dílniček a můžete si i společně zapívat.

DOBROVOLNÍK musí splňovat následující kritéria:

- věk nad 18 let
- trestní bezúhonnost
- spolehlivost, komunikativní dovednost
- flexibilita
- zájem o bezplatnou pomoc pacientům

KONTAKT v případě zájmu o dobrovolnickou činnost ve FNB:
Mgr. Věra Cermáková
 e-mail: vera.cermakova@bulovka.cz
 tel.: +420 775 972 369

TĚŠÍME SE NA VÁS!




STIPENDIJNÍ PROGRAMY NA BULOVCE

Milé studentky, milí studenti,

Náša nemocnice patří k největším zdravotnickým zařízením České republiky. Poskypujeme nejen základní diagnostickou a léčebnou péči, ale i specializovanou a v některých oborech i super-specializační péči. Jsme také vzdělávacím centrem, a to jak budoucích lékařů, tak nestudijních zdravotnických pracovníků.


Ve školním roce 2022/2023 jsme pro Vás vypracovali **STIPENDIJNÍ PROGRAMY** pro tyto studijní obory:

- ZDRAVOTNICKÝ ASISTENT (praktická sestra)** ve čtyřech ročnících prezenčního studia 2x5 – 5000 Kč měsíčně
- VŠEOBECNÁ SESTRA** ve čtyřech a v pětiročním ročníku prezenčního studia – 10 000 Kč měsíčně
- DĚTSKÁ SESTRA** ve čtyřech a v pětiročním ročníku prezenčního studia – 10 000 Kč měsíčně
- FYZIOTERAPEUT** ve čtyřech a v pětiročním ročníku prezenčního studia – 10 000 Kč měsíčně
- RADIOLOGICKÝ ASISTENT** ve čtyřech a v pětiročním ročníku prezenčního studia – 10 000 Kč měsíčně

WWW.BULOVKA.CZ/KARIERA
 facebook: @bulovka

Tel.: +420 266 084 114, kariera@bulovka.cz
TĚŠÍME SE NA VÁS!

VÝJIMEČNÍ LIDÉ, VÝJIMEČNÁ PRÁCOVIŠTĚ




MANUÁL NOVÉHO ZAMĚSTNANCE




STROUČNĚ O NÁS:

22 800 zaměstnanců
 31 000 pacientů
 13 000 lůžek
 2 700 prvních pomoců
 1 156 000 návštěv

Řešíme zdravotní a sociální záležitosti na www.bulovka.cz





1. PŘED NÁSTUPEM DO NOVÉHO ZAMĚSTNÁNÍ

1) IDENTIFIKACE A DOKONČENÍ VĚSTVÍ

2) PRACOVNĚPRÁVNÍ PRŮBĚHKA



3) SEZNAM FORMULÁŘŮ PRO NOVÉHO ZAMĚSTNANCE

13. SEZNAM FORMULÁŘŮ PRO NOVÉHO ZAMĚSTNANCE

Seznam formulářů pro nového zaměstnance:



- Formulář č. 1 - Seznam formulářů pro nového zaměstnance
- Formulář č. 2 - Seznam formulářů pro nového zaměstnance
- Formulář č. 3 - Seznam formulářů pro nového zaměstnance
- Formulář č. 4 - Seznam formulářů pro nového zaměstnance
- Formulář č. 5 - Seznam formulářů pro nového zaměstnance
- Formulář č. 6 - Seznam formulářů pro nového zaměstnance
- Formulář č. 7 - Seznam formulářů pro nového zaměstnance
- Formulář č. 8 - Seznam formulářů pro nového zaměstnance
- Formulář č. 9 - Seznam formulářů pro nového zaměstnance
- Formulář č. 10 - Seznam formulářů pro nového zaměstnance
- Formulář č. 11 - Seznam formulářů pro nového zaměstnance
- Formulář č. 12 - Seznam formulářů pro nového zaměstnance
- Formulář č. 13 - Seznam formulářů pro nového zaměstnance

Seznam formulářů pro nového zaměstnance:

- Formulář č. 1 - Seznam formulářů pro nového zaměstnance
- Formulář č. 2 - Seznam formulářů pro nového zaměstnance
- Formulář č. 3 - Seznam formulářů pro nového zaměstnance
- Formulář č. 4 - Seznam formulářů pro nového zaměstnance
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- Formulář č. 11 - Seznam formulářů pro nového zaměstnance
- Formulář č. 12 - Seznam formulářů pro nového zaměstnance
- Formulář č. 13 - Seznam formulářů pro nového zaměstnance

Došly by se i strážníci.

DOVOLUJEME SI VÁS POZVAT NA SEMINÁŘ

Časopis genetiky

Časopis genetiky je vědecký časopis v oblasti genetiky, který poskytuje informace o nejnovějších výzkumech v oblasti genetiky. Časopis je určen pro odborníky v oblasti genetiky a je vydáván v anglickém jazyce.

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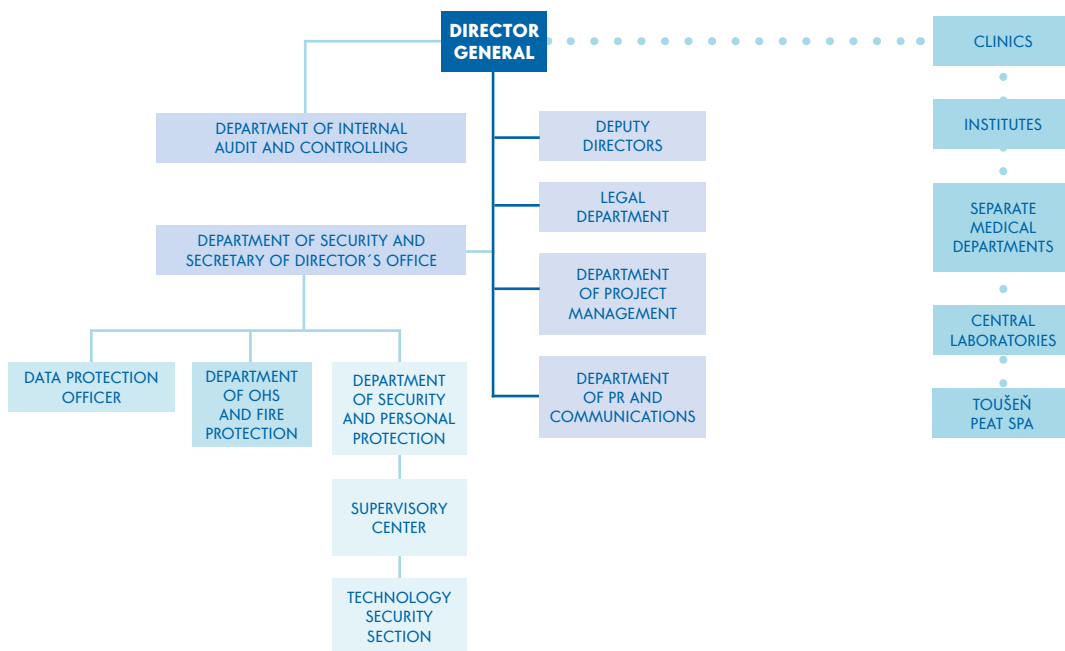
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ORGANIZATIONAL DIAGRAM – DIRECTOR'S OFFICE



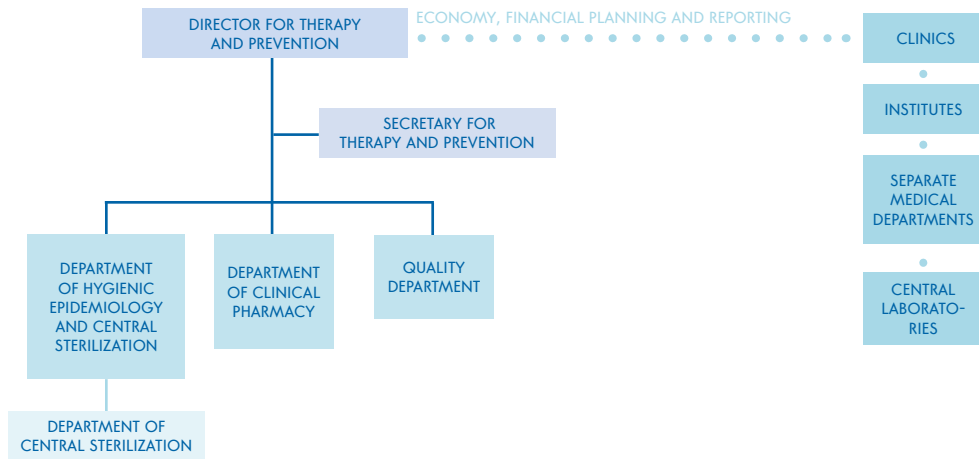
MEDICAL AND PREVENTIVE CARE DEPARTMENT

DEPUTY DIRECTOR FOR MEDICAL AND PREVENTIVE CARE: **MUDR. HANA ROHÁČOVÁ, PH.D.**

ZÁKLADNÍ CHARAKTERISTIKA:

Úsek léčebně preventivní péče (ÚLPP) zajišťuje koncepční, metodické a odborné řízení přednostů, primářů a dalších vedoucích zdravotnických pracovníků s cílem dosažení maximální kvality poskytované zdravotní péče. Ve spolupráci s dalšími provozními a administrativními úseky FNB se snaží zajistit dostatečné množství kvalifikovaného lékařského personálu, jeho rozvoj a pracovní podmínky. Pro zvyšování odbornosti a zajištění kvalitní mezioborové spolupráce organizuje ÚLPP pravidelné akreditované celoustavní lékařské semináře. ÚLPP zajišťuje ve spolupráci s Ministerstvem zdravotnictví ČR a Ministerstvem vnitra ČR podíl FN Bulovka na spolupráci při organizování zdravotnických lékařských a vzdělávacích akcí vládního humanitárního programu MEDEVAC.

ORGANIZATIONAL DIAGRAM – THERAPY AND PREVENTION DEPARTMENT



NURSING CARE DEPARTMENT

DIRECTOR: **MGR. SOŇA MENDLOVÁ**

BASIC CHARACTERISTICS:

The Nursing Care Unit focuses on the conceptual management, methodical and professional guidance of nursing care and the provision of staff training. The basic priority of the Department is to provide quality nursing care. To achieve this goal, it is necessary to ensure a sufficient number of qualified staff, which the team of the Nursing Care Department is actively pursuing by cooperating with universities and colleges in the practical and theoretical training of future non-medical health care workers, organizing excursions to medical schools in the Bulovka University Hospital or visiting schools to recruit new graduates. Members of the team are also involved in the organization of educational events for students of secondary medical schools and colleges. In order to improve the quality of nursing care, conferences, seminars and other educational events are organized for paramedical workers so that they can gain new knowledge and learn about trends in the field of nursing.



FNB Peer Team

BULOVKA UNIVERSITY HOSPITAL

HOSPITAL CURATES

COORDINATOR OF SPIRITUAL CARE

AT BULOVKA UNIVERSITY HOSPITAL: **MGR. JAN KOLOUCH**

BASIC CHARACTERISTICS:

The chaplains at the Bulovka University Hospital offer conversation, listening, kind encounters, human closeness and accompaniment in times of illness. They help reduce stress, overcome loneliness and find a way to cope with the difficult situation in dignity. They offer prayer, the sacraments, Bible reading, and worship to those who are interested. Together with this they provide motivation, understanding and hope. Hospital chaplains provide spiritual care to all people regardless of their religion or world outlook. They maintain confidentiality and respect freedom of conscience. They cooperate with other clergy of state-recognized churches and facilitate contact with them upon request.

Religious care in hospital: The hospital chaplains regularly visit their assigned wards and, in collaboration with the medical staff, visit specific patients throughout the hospital on request.

Hospital Chapel of Divine Mercy: the chapel is open from 6.00 a.m. to 6.00 p.m. It is used mainly by medical staff, but also by patients and families of patients for visits during the day. In addition to regular church service and devotions, meetings with hospital chaplains are held here by appointment.

Education: Hospital employees are educated in spiritual care in the context of their OHS education.

EDUCATION DEPARTMENT

DEPARTMENT HEAD: **MGR. ALENA DŽUPINOVÁ**

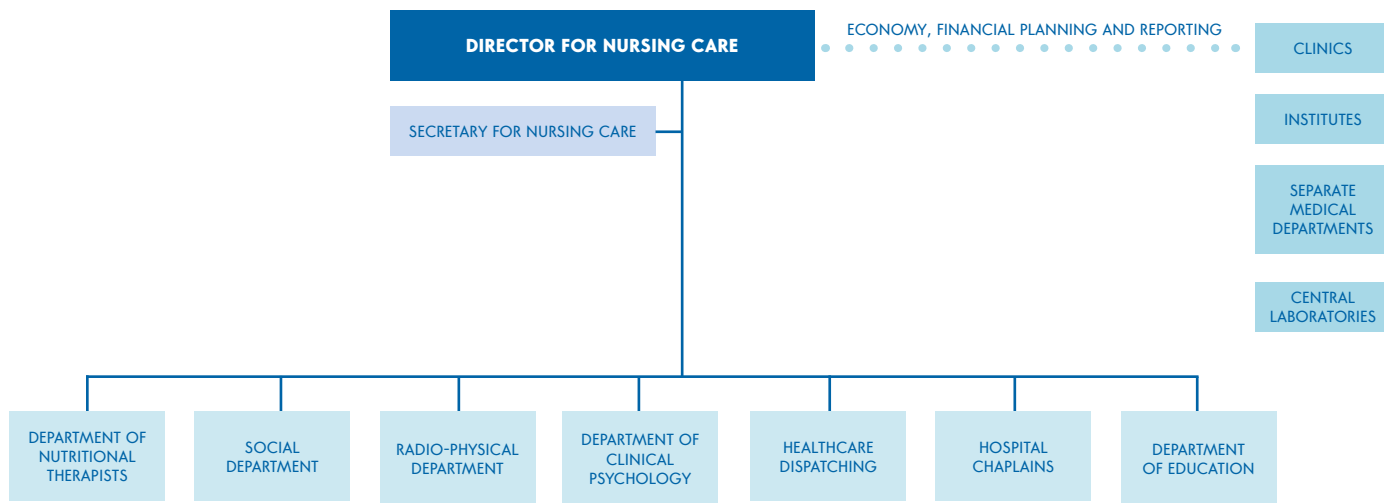
BASIC CHARACTERISTICS:

The Education Department ensures and methodically manages the education system at the Bulovka University Hospital in relation to employees, other healthcare facilities, institutions, organizations and schools. In particular, it provides specialization training to doctors, pharmacists and non-medical health professionals, professional practice within the practical part of the certification examination of doctors of medicine and professional practice for students of secondary, higher vocational schools, higher education institutions and universities of health and non-health professions. The department is also responsible for research investigations at the Bulovka University Hospital, educational events for the hospital employees and external stakeholders, the accreditation process for specialization training and certified and qualification courses, the subsidy program for residency places for medical and non-medical health-care staff, contracting in the field of education and consultancy or methodological activities.

MAJOR EVENTS IN 2022:

- A new certified training course in Comprehensive Epidural Catheter Care, including application was implemented.
- A vocational training course for midwives on the Bachelor level received accreditation.

ORGANIZATIONAL DIAGRAM – DEPARTMENT OF NURSING CARE



COMMERCIAL DEPARTMENT

DEPUTY DIRECTOR OF COMMERCE: **PHARMDR. MGR. PAVEL ŠROUB**

BASIC CHARACTERISTICS:

Through the Deputy Commercial Director, the Hospital Director manages the activities of the medical departments in the commercial area. The Deputy Commercial Director manages the Central Procurement Department, which includes the Public Procurement Department and the Material and Technical Supply Department, the Pharmacy and the Specifications and Marketing Department. The scope of activities of the Commercial Department consists mainly of negotiations with major suppliers within the limits set by the Hospital Director, elaboration of the concept of the business (purchasing) policy of the Bulovka University Hospital, its implementation and control of compliance. Through the Pharmacy, the Commercial Department supplies the Bulovka University Hospital and the public with medicines, medical devices and other assortments (e.g. diagnostics). Through the Material and Technical Supply Department, the Commercial Department organizes purchase and distribution of non-medical materials. The Public Procurement Department organizes tenders for purchases of all commodities and services for the Bulovka University Hospital in compliance with the law and internal bylaws of the hospital. The newly established Department of Specifications and Marketing is commissioned with preparation of complex specifications, market monitoring, and search for new opportunities of more effective purchases. In addition, the Department of Commerce is responsible for monitoring the performance of subordinate managers' duties and cooperating with other departments and divisions in order to fulfill the above-mentioned tasks.

MAJOR EVENTS IN 2022:

- Shortages of medicines, medical devices and supplies for hospitals were one of the biggest obstacles the Commercial Department team faced in 2022. The lack of these basic requisites brought complications to the work of the entire hospital and required increased flexibility and search for alternative resources. Despite this challenge, we were able to maintain a stable supply flow and work with the hospital's partners to find effective solutions.
- A disruption of supply chains was another major factor affecting the activities of the department. Global happenings and restrictive measures affected the flow of goods and raw materials, resulting in time delays and increased costs to secure goods. Nevertheless, we managed to keep the deliveries as smooth as possible and it must be said that we managed to virtually eliminate negative impacts both on our patients and on the operation of the hospital as a whole.
- Significant problems were also caused by the tensions in international politics, particularly the Russia's aggression against the Ukraine. This situation brought uncertainty and change in the business environment, price increases and attempts by suppliers to increase supplier prices for Bulovka University Hospital. It was necessary to adapt to new conditions and react quickly to emerging situations. Most of the work of the Commercial Department in 2022 was devoted to preventing the Bulovka University Hospital from unjustified increases in the prices of pharmaceuticals and medical devices, especially given that most of the production of these commodities is located outside the Czech Republic and inflationary pressures on suppliers' costs were absorbed by the appreciation of the Czech crown against the euro and the dollar currencies, making suppliers' efforts to increase prices seem inadequate.
- It was also possible to meet the requirements for the scope of the replacement performance necessary for our organization, especially through detailed negotiations with individual suppliers. "We believe and in 2022 we proved our resilience and ability to adapt to the changeable business environment", says the Deputy Director of Commerce.

PHARMACY

HEAD OF PHARMACY: **MGR. PAVLA PELANTOVÁ**

HEAD PHARMACY ASSISTANT: **EVA TURJAKOVÁ**

BASIC CHARACTERISTICS:

The Bulovka University Hospital pharmacy is a higher-type pharmacy with specialist departments consisting of a pharmacy manager, pharmacists, pharmaceutical assistants, paramedical staff, sales clerks and storekeepers. The pharmacy acts through its manager, who directly reports to the Deputy Director of Commerce.

The pharmacy includes:

- Department of bulk medicine preparation
- Department of individual medicine preparation and sterile medicines
- Department of cytostatic medicine preparation
- Department of control of medicines and laboratory chemicals
- Medicine dispensing departments I., II. and III.
- Department of medical devices
- Medical device shop
- Administrative department

MAJOR EVENTS IN 2022:

- For the hospital pharmacy, the year 2022 was a year of challenges. But also a year of success bringing many new opportunities. One of the most important achievements was the increased pharmacy turnover. Thanks to the efforts of the excellent team, it was possible to increase sales volume and achieve satisfactory results, although the entire pharmacy operation suffered from a lack of specialized staff. This increase in turnover was the result of a continuous effort to improve services and provide quality medicines and medical devices to patients.
- Medicine supply to the Nymburk Hospital was one of the very important activities carried out by the department. The cooperation with the hospital was a model solution for further development of horizontal cooperation between public hospitals, which we intend to support in future years (e.g. with the Follow-Up Care Hospital in Prague-Vysočany). These negotiations are aimed at expanding the scope and provision of services to a wider range of patients. We believe that this mutually beneficial collaboration will increase efficiency and economy and improve patient care.
- One of the greatest challenges the pharmacy faced was the above mentioned critical shortage of specialized staff. The shortage of skilled staff affected day-to-day operational processes and required increased flexibility and adaptation. Despite this, we managed to maintain a high quality of service and to work actively to provide sufficient staff and support to the staff. We adopted a number of measures to stabilize and develop and pharmacy team. Despite that, in connection with the aforementioned staff shortage, it was necessary to temporarily suspend night emergency services. The night emergency service renewal can be expected around December 2023. Staff shortages also affected the launch of pilot programs for prescription capture and the launch of a booking system for client orders from around the hospital, both of which had to be delayed until 2023.
- In spite of the unfavorable staffing situation, the pharmaceuticals area managed to achieve a highly competitive standing.
- Unfortunately, the pharmaceuticals market is less and less competitive as the time passes, requiring constant adaptations and innovations. The Bulovka University Hospital pharmacy however managed to put this challenge under control and maintain super-standard supply and thus its competitiveness. The whole team worked in portfolio optimization and search for the best available suppliers, with the aim to provide the client with the highest quality and availability of medicinal products. Thus, the year 2022 was marked not only with challenges but also with success for the pharmacy.

DEPARTMENT OF SPECIFICATIONS AND MARKETING

DEPARTMENT HEAD: **BC. MARCELA SOBOTKOVÁ**

BASIC CHARACTERISTICS:

The Department of Specifications and Marketing includes a manager and several expert referents. The department acts through its manager who directly reports to the Deputy Director of Commerce and directly supervises the other employees of the department. The principal activity of the department is market monitoring and methodological management of professional grants in the field of individual specification preparation.

MAJOR EVENTS IN 2022:

- The department was established in April 2022 and reached full staffing in June 2022 with employment of three professional staff members. The main objective of the department was to expedite the preparation of public procurement projects in the area of pharmaceuticals, medical devices and other supplies. A specification preparation methodology was developed to make tendering as open as possible. Thanks to this methodology, it is possible to ensure a fair and transparent selection of suppliers, as well as to check the necessity, economy and efficiency of the goods requested.
- During the year, continuous monitoring of the results of individual public tenders and their evolution over time was performed. This process made it possible to compare results with market developments and analyze effectiveness of individual decisions. On the basis of this information, the necessary adjustments were made to the uniform assortment to ensure the timeliness and cost-effectiveness of the purchased portfolio. The work of the department has clearly contributed to greater efficiency and transparency in public tenders, which has a positive impact on the provision of the hospital's needs.

CENTRAL PROCUREMENT DEPARTMENT

DEPARTMENT HEAD: **BC. MARTIN VACKÁŘ**

BASIC CHARACTERISTICS:

The Central Procurement Department (OCN) consists of the manager, several sales referents, administrative staff and storekeepers. The department acts through its manager, who directly reports to the Deputy Director of Commerce.

The Central Procurement Department consists of:

- Public Procurement Department
- Material and Technical Supply Department

ODDĚLENÍ DEPARTMENT OF MATERIAL AND TECHNOLOGY PURCHASING (MTP)

DEPARTMENT HEAD: **ING. ONDŘEJ UHLÍŘ**

BASIC CHARACTERISTICS:

The Department of Material and Technology Purchasing is responsible for the procurement and storage of non-medical materials for the Bulovka University Hospital (office supplies, drugstore, clinic boxes, bags, paper program, PPE, household electrical appliances, etc.), creates documents for public procurement, continuously evaluates the efficiency, effectiveness and economy of purchases and stock levels, and is responsible for the continuous supply of individual departments and clinics with all the necessary materials and other resources needed to perform their tasks.

MAJOR EVENTS IN 2022:

- The year 2022 was a year of challenges and changes also for the Department of Material and Technology Purchasing. Despite that, the department achieved numerous successes. The staffing situation remains stable in the long term, which is a key factor of this department's success. The staff stability has made it possible to maintain work efficiency and perform tasks in line with expectations.
- Another great success of the Material and Technology Purchasing Department was excellent use of competition in commodity acquisition. The market of commodities in the department portfolio is luckily still competitive, thus permitting cost increase minimization.
- The department further worked on improvement of purchasing strategies and search for new suppliers through a tendering process. At present, the department also covers agenda where professional surveillance would be optimal, such as in the IT agenda area of printing consumable management.

DEPARTMENT OF MEDICAL DEVICES

DEPARTMENT HEAD: **EVA TURJAKOVÁ**

BASIC CHARACTERISTICS:

The department of medical devices consists of its head, pharmaceutical assistances, sales clerks and storekeepers.

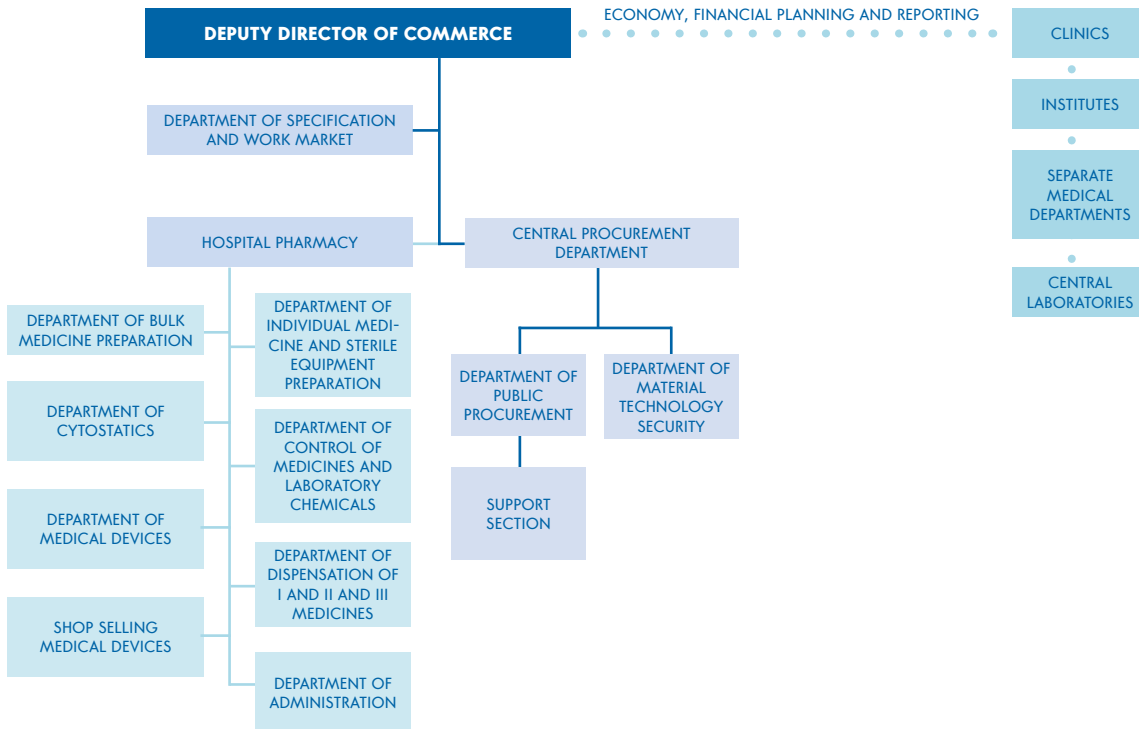
The activities of the department mainly include:

- Preparation of effective purchases of medical devices and consumables to satisfy the needs of Bulovka University Hospital.
- Provision of these consumables to the individual health care facilities.
- Invoice management.
- Monthly inspections of stock and expiration dates including the relevant record keeping.
- Other activities as instructed by the pharmacy head.

MAJOR EVENTS IN 2022:

- One of the major tasks of the department was assurance of purchases within the MEDEVAC program for the Ukraine. Together with partners, the team of the department actively contributed to this humanitarian mission by quick and effective supply of medical supplies. The department played a key role in coordination and logistics of these supplies and thus in provision of vital health care to the war-affected areas.
- Another significant success was cost saving thanks to cheaper medical supplies purchases. The market was monitored on an ongoing basis and alternative suppliers and cheaper options without compromising quality were sought. This strategy led to significant cost saving, which contributed to efficient use of the budget and assurance of increased availability of the needed medical supplies.
- Horizontal collaboration with the hospital's partners (in the field of orthopedics, pneumology, traumatology etc.) was also one of the success factors. This collaboration increased understanding of their needs and allowed for propositions of effective strategies of securing and material management, thanks to which processes were optimized and synergies were utilized.
- However, critical staff shortage must not be overlooked as it is a major problem here too. The lack of qualified staff was a challenge we had to face. Although measures were taken to optimize and increase effectiveness, the staff shortage negatively affected our ability to fully saturate hospital needs.

ORGANIZATIONAL DIAGRAM – DEPARTMENT OF COMMERCE



PUBLIC PROCUREMENT DEPARTMENT

DEPARTMENT HEAD: **ING. LYDIE ZBUZKOVÁ**

BASIC CHARACTERISTICS:

The Public Procurement Department is responsible for the implementation of procurement procedures pursuant to Act no 134/2016 Coll., the Act on Public Procurement, as amended, as well as tender procedures for small-scale public contracts and public contracts awarded outside the tender procedure.

MAJOR EVENTS IN 2022:

- The year 2022 was full of major challenges and changes for the department, especially in relation to the staffing situation and the increase in the volume of complex public contracts. Unfortunately, the staffing situation in the Public Procurement Department remained unsatisfactory and the lack of qualified staff continued to affect its ability to fully meet the needs of the increasing volume of public procurement projects. Nevertheless, there was a clear effort to use the available resources as efficiently as possible and to ensure that the public procurement agenda was carried out in accordance with the applicable regulations.
- The great increase in the volume of complex public contracts was a big challenge, especially in connection with the subsidy titles, such as the ReactEU. These subsidy programs brought significant funds for the development of the hospital, but also required careful and transparent preparation of public procurement contracts. The department was intensively involved in these projects and ensured public tendering in accordance with the conditions of the subsidy titles.
- Another important step forward was the introduction of dynamic purchasing systems in various areas such as pharmaceuticals, gloves and disinfectants. These systems enable flexible purchases of the needed materials under conditions favorable for Bulovka University Hospital.
- The public Procurement Department closely monitored the implementation of the new legislation and was among the first to introduce new procedures applicable to hospital tenders to ensure best value for money.
- As a result of the tremendous commitment of the entire department team, the volume of public contracts administered increased many times compared to previous periods.

OPERATIONS AND TECHNOLOGY DEPARTMENT

DEPUTY DIRECTOR: **ING. VÁCLAV STUDENÝ**

BASIC CHARACTERISTICS:

The Operations and Technology Department is responsible for the development, operation and maintenance of immovable infrastructure, medical technology and technological equipment, economic and medical transport, cleaning, catering and other operational support of the hospital.

MEDICAL TECHNOLOGY DEPARTMENT

DEPARTMENT HEAD: **ING. ONDŘEJ AUDOLENSKÝ**

BASIC CHARACTERISTICS:

Biomedicine Engineering Department is responsible for the development, maintenance, inspection, servicing and repair of medical and laboratory equipment and instruments, dedicated equipment (e.g. medical pressure vessels), metrology and ensuring calibration of measuring instruments and verification of specified measuring instruments.

Support and Purchasing Department is responsible for the complete administration related to the operation and maintenance of medical equipment and technology, provision of medicinal gases, metrology and pipeline mail, administration of purchase orders, disposal of invoices and preparation of documents, especially specifications for procurement of commodities and services for maintenance, repair and development within the scope of the department.

MAJOR EVENTS IN 2022:

- Major investments in medical technology in 2022 included overall renewal of 23 anesthesiology devices. The new anesthesiology equipment features extended parameter monitoring, thus allowing for better control over the anesthesia progress.
- Another major investment was represented by acquisition of a new O-arm for the operating theaters of the Orthopedic Clinic. O-arm is a mobile x-ray instrument contributing to modernization of the Orthopedic Clinic site in the field of spondylosurgery by offering intra-operative 3D imaging comparable to CT-level quality.
- Further major investments included renewals of laparoscopy towers at the clinic of surgery, renewal and addition of new mobile digital x-ray instrumentation and renewal of the central monitoring systems at the ARD and ICU of the Clinic of Infectious Diseases.

DEPARTMENT OF REAL-ESTATE INFRASTRUCTURE

DEPARTMENT HEAD: **JAROSLAVA MUSILOVÁ**

BASIC CHARACTERISTICS:

Department of Real Estate Infrastructure Development is responsible for planning of development, maintenance and repairs of immobile infrastructure; for validity and currency of certificates and other documents related to the real estate property (PENB, energy audits, inspection reports etc.).

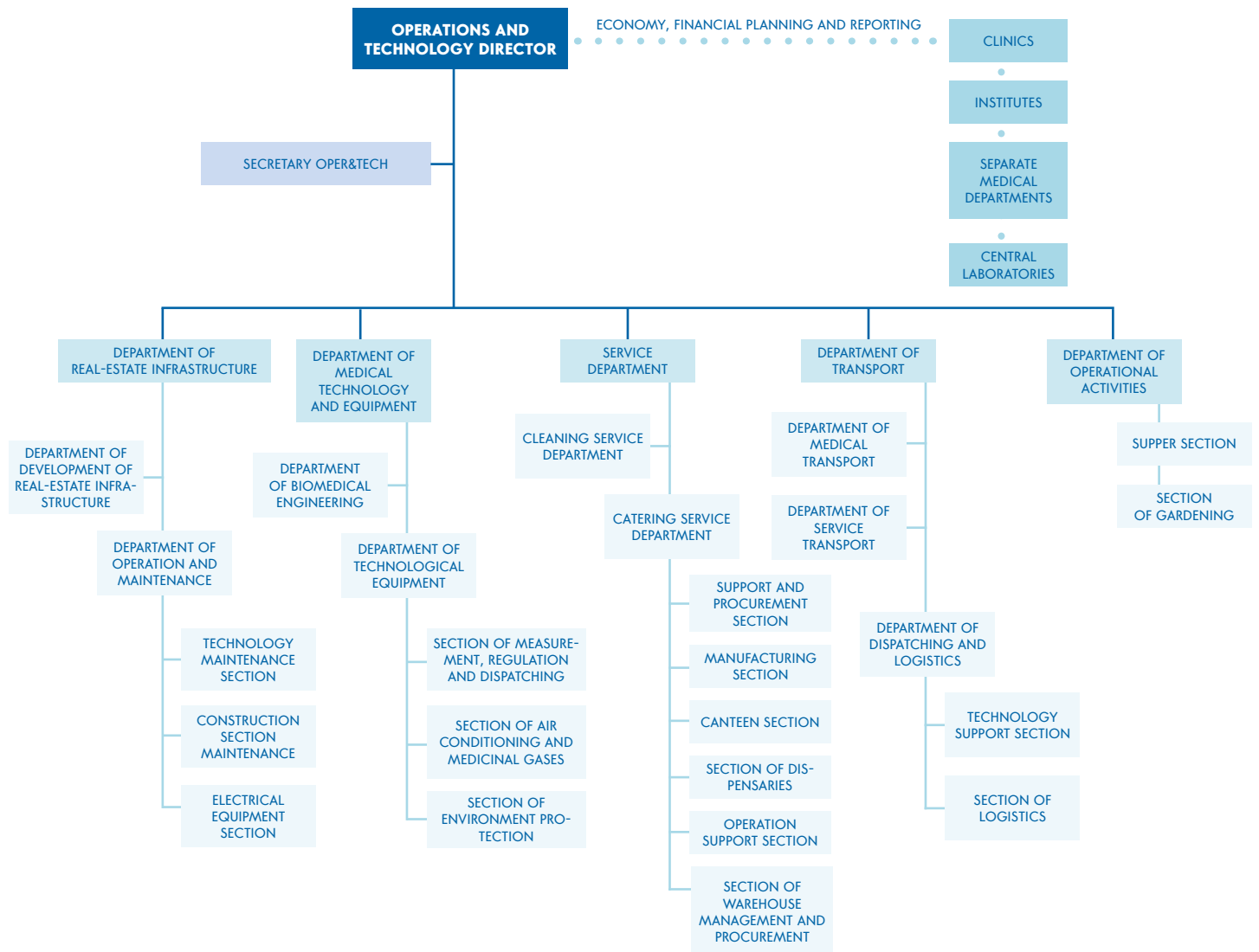
Operation and Maintenance Department is responsible for technology management, repairs, servicing and maintenance of buildings and the building and service technologies, including electrical equipment of buildings and its servicing, and for complex management, maintenance and regulation of heat management and inspections and management of the heating channels.

- The technology maintenance section is responsible for maintenance, repairs and servicing of technological equipment related to real estate infrastructure operation (such as plumbing or locksmith's works).
- The building maintenance section is responsible for maintenance and repairs of the structural aspect of buildings (such as painting, cabinetmaking works or civil engineering works).
- The electrical equipment section is responsible for technical maintenance, servicing and repairs of electrical equipment related to the operation and use of the real estate infrastructure (including elevators, switchboards) and other electrical devices apart from medical devices.
- The support and purchasing section is responsible for the complete administration related to operation and maintenance of the real estate infrastructure, order administration, invoice management and preparation of documents, especially specifications for tenders in the field of commodity and service purchases for maintenance, repairs and development of the real estate infrastructure of Bulovka University Hospital.

MAJOR EVENTS IN 2022:

- Pavilion 13 - Orthopedics: replacement of the exchanger station technology worth CZK 7,000,000.
- Pavilion 07 - Infectious Diseases: structural readiness for cooling boxes worth CZK 1,500,000.
- Pavilion 14 - Accommodation facility for nurses: reconstruction of an apartment unit worth CZK 700,000.
- Pavilion 06 - Radiation Oncology: reconstruction of the background for physicians worth CZK 800,000.
- Pavilion 13 - Orthopedics, Central Sterilization: flooring and automated doors worth CZK 500,000.
- Pipeline mail: extension worth CZK 1,348,672, inclusive of V.A.T.

ORGANIZATIONAL DIAGRAM – OPERATIONS AND TECHNOLOGY DEPARTMENT



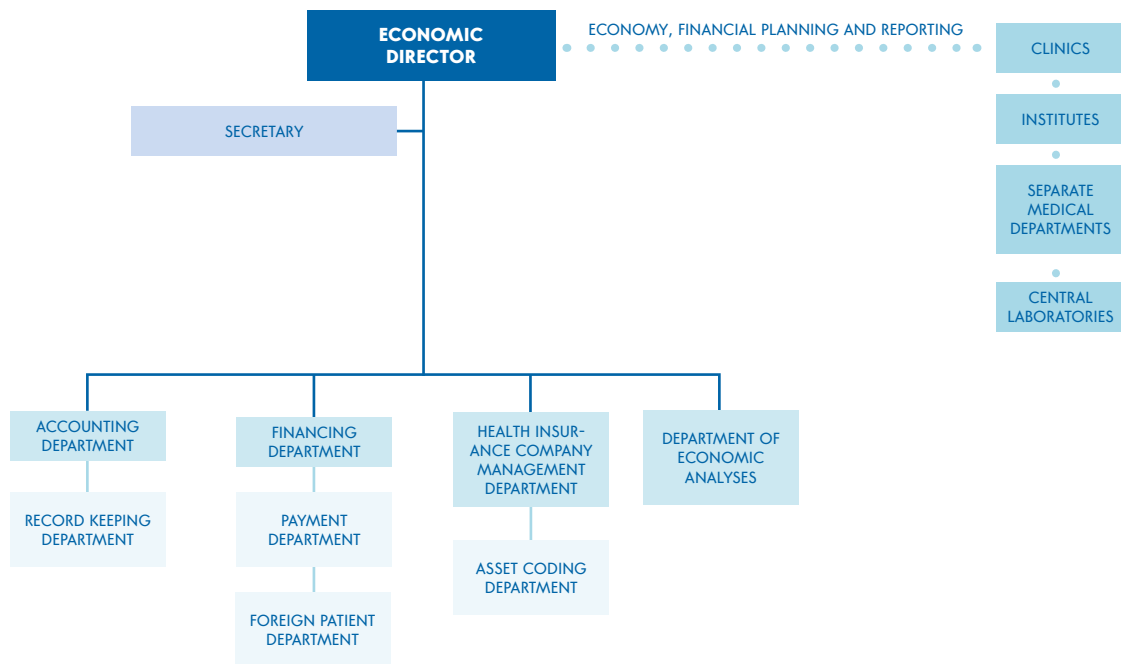
FINANCE DEPARTMENT

FINANCIAL DIRECTOR: **ONDŘEJ ROZTOMILÝ, M.LITT.**

BASIC CHARACTERISTICS:

The Finance Department is responsible for the financial management of the hospital, i.e. for the financing of Hospital operations, accounting, planning and budgeting, management of the investment plan and investment planning, asset registration, reporting obligations within the Hospital and towards third parties, and further the agenda of foreigners and the pricing of medical and non-medical services and self-payers. The Department is also responsible for the business relationship with health insurance companies (public and private) and is the guarantor of healthcare reporting. The Department manages the activities of medical departments and non-medical operations in the area of their financial and production plans. The organizational structure of the Finance Department includes: The Economic Analysis Department, the Accounting Department, including the Property Records Department, the Finance Department, including the Payments Department and the Foreigners Department, and the Health Insurance Department, including the Coding Department.

ORGANIZATIONAL DIAGRAM – WAGE ACCOUNTANTS



HR DEPARTMENT

HR DIRECTOR: **ING. MILOSLAV VRÁNA**

BASIC CHARACTERISTICS:

As of 31 December 2022 the headcount of the Bulovka University Hospital included 2,872 employees (141 more than as at 31 December 2021), of which 699 males and 2,173 females. The ratio of employed women to total employees is 75.7 %. – The largest proportion of the Bulovka University Hospital employees has a full secondary professional education with a High School diploma (35.76 %). In the second place there are employees with a University degree (26.71 %). During 2022, the age composition of male and female doctors, with the highest number of medical professions represented in the 31-40 age range was successfully maintained. At the same time, an intensive staffing policy was successful in increasing the number of nurses in the 20-30 age group in 2022, resulting in an increase by 22 staff members compared to 2021.

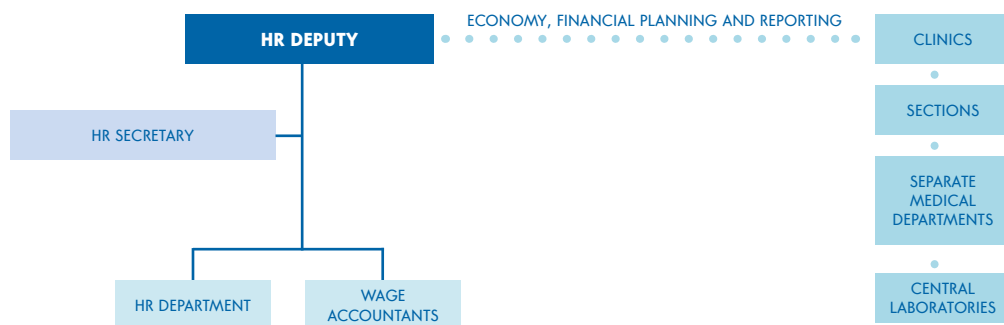
As at 31 December 2022 the Bulovka University Hospital employed 393 foreigners (13.68 %), 43 more than the previous year, of which 214 EU citizens (7.95 %), 15 more than in 2021. As for non-EU countries, 142 Ukrainian citizens (including 7 doctors, 11 nurses and 29 non-medical staff members) were employed at the Bulovka University Hospital as of that date.

In spite of the specificity of healthcare operations, great emphasis is placed on disabled employees; as at 31 December 2022 there was a total of 44 Bulovka University Hospital.

MAJOR EVENTS IN 2022:

- In February 2022, Bulovka University Hospital executed a collective agreement with all trade union organizations for a fixed term until the end of 2025. The executed collective agreement ensures super-standard benefits for all employees beyond the Labor Code requirements.
- In 2022, on the basis of a successful tender, the Cafeteria benefit program was launched for all employees. Every employee may thus draw CZK 10,000 a year from the Cultural and Social Needs Fund. For this purpose, the employees are offered a comprehensive set of benefits from which they can choose a subset they consider most rewarding for themselves. The amount drawn in the context of employee benefits in 2022 exceeded CZK 24 million.

ORGANIZATIONAL DIAGRAM – HR DEPARTMENT



INFORMATION AND COMMUNICATIONS TECHNOLOGY DEPARTMENT

ICT DEPUTY: **MGR. ET MGR. JAN ALEXA**

BASIC CHARACTERISTICS:

The Information and Communications Technology Department is responsible for the operation of all information technologies in the Hospital as well as further development in the field of information and cyber policy of the Hospital. The most important activities within the scope of the Department's responsibility include the repair, installation and purchase of information and communications technologies, including end devices, as well as telephone support for users within the Hospital and analysis of user needs in the field of hardware, software and IT services, and reflection of these needs in the IT development strategy in the Hospital.

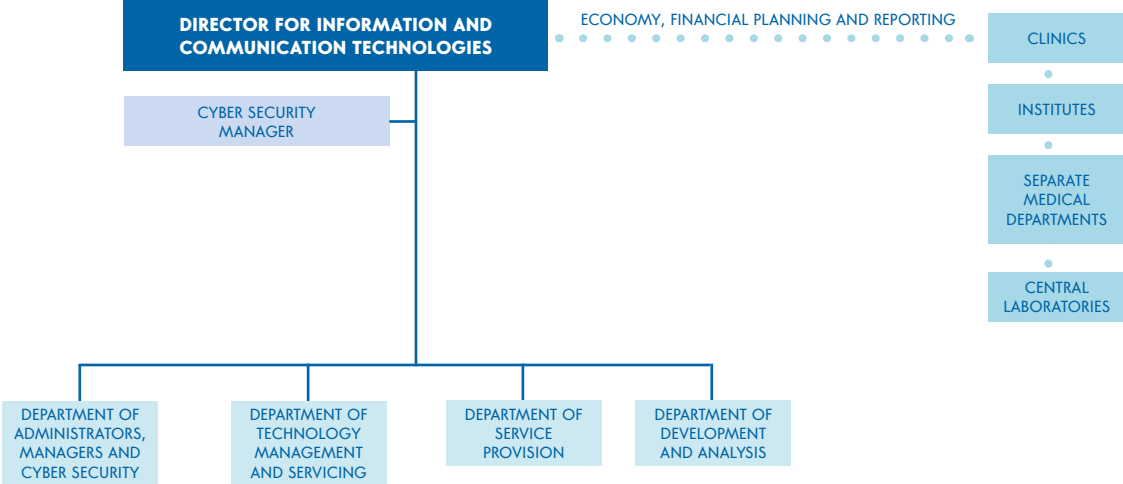
The unit is also responsible for the administration of information systems, Intranet, database environments and servers, including data storage and backup libraries, internal network security, including anti-virus protection, analysis and development of ICT software, allocation of user names, passwords and access rights to individual users for work with ICT, etc. In addition, a key task is to update and enforce compliance with the Bulovka University Hospital's ICT Security Policy and to meet the requirements set for the security of the communications and information system of individual personal computers.

MAJOR EVENTS IN 2022:

- Deployment of a new system for information system access management.
- Deployment of the first part of a new clinical pharmacy system where Bulovka University Hospital was actively involved in the development of the system.
- Development and deployment of an in-house help desk application.
- Deployment of a new "module" of the UNIS system for the Toušeň Peat Spa.
- Deployment of external booking systems for patients of certain clinics.
- Deployment of internal booking systems for optimization of some hospital processes.
- Creation of conditions for transfer to hybrid infrastructure (on premise + cloud).
- Continuation of works on the deployment of a new hospital information system.



ORGANIZATIONAL DIAGRAM – INFORMATION AND COMMUNICATION TECHNOLOGY DEPARTMENT



SCIENCE, RESEARCH AND GRANT ACTIVITY DEPARTMENT

DIRECTOR: **MUDR. LÍVIA VEČEŘOVÁ, PH.D., MBA**

BASIC CHARACTERISTICS:

Bulovka University Hospital carries out basic and clinical research, introduction and testing new scientific knowledge and methods in clinical practice. The hospital is involved in clinical trials of medicinal products and medical devices with the aim to prove their efficacy, safety and quality. In 2022, the hospital was involved in 89 ongoing clinical trials. The Scientific Information Center provides hospital staff with expert information needed for clinical practice, professional development, study, publication and research purposes. The basis is access to a wide portfolio of electronic information resources through licensed full-text databases (Elsevier, Wiley, Springer). The total IF increased year-on-year from 133,530 in 2021 to 269,194 in 2022.

MAJOR EVENTS IN 2022

- Closed grant projects of the Health Research Agency of the Czech Republic in which Bulovka University Hospital participated:
 - NV18-09-00493
Microbiota as a tool for predicting adverse skin and mucosal effects of biological therapy for idiopathic intestinal inflammation. Principal investigator: Doc. MUDr. Filip Rob, Ph.D.
- Ongoing grant projects of the Health Research Agency of the Czech Republic in which Bulovka University Hospital participated:
 - NU20-03-00016
Characterization of genetic predisposition to ovarian cancer using genomic approaches in patients diagnosed with ovarian cancer under 30 years of age. Co-investigator: Professor MUDr. MICHAL ZIKÁN, PH.D.
 - NU20-08-00208
Novel stem cell-based vascularized constructs for soft and hard tissue engineering. Co-investigator: Doc. MUDr. Martin Molitor, Ph.D.
- New grant projects of the Health Research Agency of the Czech Republic in which Bulovka University Hospital participated:
 - NU22-10-00072
Creation of a 3D model of clubfoot and Dupuytren's disease and subsequent testing of antifibrotic agents. Co-investigator: Doc. MUDr. Martin Ošřádal, Ph.D.
 - NU22J-05-00056
Effect of IL-17 inhibitor therapy on skin and intestinal microbiota and intestinal barrier function in patients with psoriasis. Principal investigator: Doc. MUDr. Filip Rob, Ph.D.
- New internal grants of Bulovka University Hospital:
 - 22-IGS02-36
Relationship between AMH levels and ovarian cancer risk in BRCA1 and BRCA2 gene mutation carriers - MUDr. Oľga Dubová.

- 22-IGS04-12
The role of immunological markers in early diagnosis of colorectal cancer - MUDr. Pavel Horák.
- 22-IGS06-36
Contribution of T2Bacteria Panel method to microbiological diagnosis of spondylodiscitis and infective endocarditis - Doc. MUDr. Olga Džupová, PhD.
- 22-IGS07-12
The effect of indirect neural decompression using a modified TLIF method in the treatment of degenerative lumbar spine disease - Doc. MUDr. Josef Včelák, Ph.D.
- 22-IGS08-36
Predictive and prognostic markers in immunotherapy treatment of non-small cell lung cancer (NSCLC) - MUDr. Jana Krejčí, PhD.
- 22-IGS10-36
Detection of small airway disease in healthy smokers - MUDr. Ondřej Balík.
-
- Final summary of the progress of research in 2022:
The schedule project completion was complied with and fulfillment of major objectives was not significantly affected. The first edition of the Bulovka University Hospital grant competition with six selected project was successfully completed. – The hospital announced a call for submissions of hospital grants in the context of the next edition of the Internal Grant Competition of Bulovka University Hospital for 2023.
- Selected evaluation parameters for 2022:
- Total headcount (all staff in the organization, not just those working in science and research): 2,543.37.
- The converted number of full-time equivalents of all employees of the organization with the title Ph.D., CSc. etc.: 40.41.
- Total number of professional staff carrying out research activities: 13.02.
- Current number of Ph.D. students at the individual sites of Bulovka University Hospital: 45 persons.
- Total number of research workers (regardless the workload size): 25 persons (8 regular employees, 17 contractors on Contract for Service Activity, or Contract for Work Performance).
- Financial subsidy to the institute in the form of specific-purpose subsidy for allocated projects (Ministry of Health, Grant Agency of the Czech Republic, Technology Agency of the Czech Republic + project grants from relevant foreign or international providers). Actually obtained funds NU22J-05-00056: CZK 1 077 000. Funds received for co-beneficiaries NU20-03-00016, NU20-08-00208, NU22-10-00072: CZK 945 000.
- Number of research projects with international participation allocated to the site and international projects:
FORECEE – Grant agreement ID: 634570
BRCA-ERC – Grant agreement ID: 742432: part of Horizon 2020 project (Bulovka University Hospital participates in the project in the form of collaboration with the principal investigator in the Czech Republic, the General Military Hospital, and in the form of contributions to publications, without being member of the project consortium)
- Data collections via foreign registers:
CESAR: international register for severe asthma, EMPIRE: international register for idiopathic pulmonary fibrosis, Bulovka University Hospital is part of the European Reference Network for Rare Diseases - European register.

RESEARCH INFORMATION CENTRE

DEPARTMENT HEAD: **MARTIN FLOHR**

BASIC CHARACTERISTICS:

The Research Information Center of the Bulovka University Hospital (RIC BUH) takes care of covering information needs of the hospital staff, but the public library is also open to the general professional public, students and other libraries as part of interlibrary services.

The Center ensures that users always have access to the latest and highest quality professional information for clinical practice and professional development, but also for study, publication and research purposes. The basis is access to a wide portfolio of electronic information resources through licensed full-text databases (Elsevier, Wiley, Springer).

MAJOR EVENTS IN 2022:

- Preparation for membership in the new consortium CzechELib 2023-2027.

YEAR 2022 IN FIGURES:

- the RIC BUH processed 131 requirements on the basis of which 477 documents were supplied, of which 167 freely available, 175 from in-house resources and 135 from other libraries.
- In total, 8,799 articles were downloaded from the licensed sources of the Bulovka University Hospital (most of them self-loaded without RIC assistance).
- 633 books were borrowed, another 47 were obtained for users from other libraries in the Czech Republic and abroad.
- On the basis of the requests, 92 expert literature searches were carried out.
- RIC BUH purchased 44 new books in its book collection, of which 29 were financed from the institutional subsidy of the Ministry of Health of CR, 15 were purchased from the Bulovka University Hospital budget.

PUBLICATION ACTIVITY (AND IMPACTED JOURNALS)

Jonas F, Kesa P, Paral P, Pankrac J, Kalbacova MH, Miletin J, Sukop A, Molitor M, Stanek K, Sefc L, Mestak O. The Effect of Vascular Endothelial Growth Factor C and Adipose-Derived Stem Cells on Lymphatic Regeneration in a Rat Vascularized Lymph Node Transfer Model. *J Reconstr Microsurg*. 2023 May;39(4):311-319. doi: 10.1055/a-1896-5471. Epub 2022 Jul 11. PMID: 35817403.

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Herzog C, Sundström K, Jones A, Evans I, Barrett JE, Wang J, Redl E, Schreiberhuber L, Costas L, Paytubi S, Dostalek L, Zikan M, Cibula D, Sroczyński G, Siebert U, Dillner J, Widschwendter M. DNA methylation-based detection and prediction of cervical intraepithelial neoplasia grade 3 and invasive cervical cancer with the WID™-qCIN test. *Clin Epigenetics*. 2022 Nov 21;14(1):150. doi: 10.1186/s13148-022-01353-0. PMID: 36414968; PMCID: PMC9682674.

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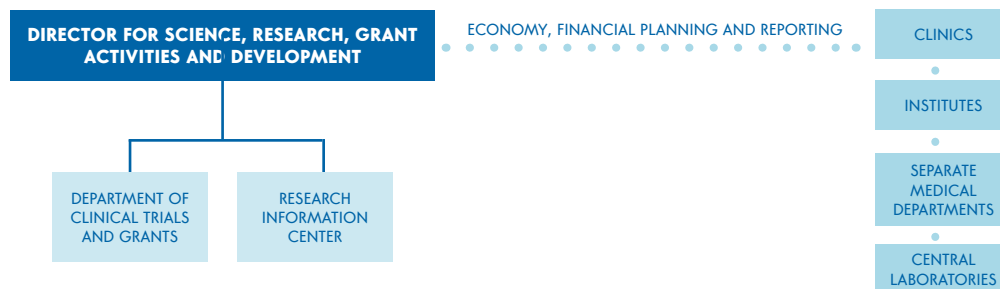
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ORGANIZATIONAL DIAGRAM – DEPARTMENT OF RESEARCH ACTIVITIES



III.

HR INDICATORS

BULOVKA UNIVERSITY HOSPITAL STAFF IN NATURAL PERSONS AND RATED FULL-TIME POSITIONS

As at 31 December 2022

	NATURAL PERSONS	RATED FULL-TIME
BULOVKA UNIVERSITY HOSPITAL TOTAL	2871	2603,906
OF WHICH MALES	669	642,467
OF WHICH FEMALES	2172	1961,439

	NATURAL PERSONS	RATED FULL-TIME
BULOVKA UNIVERSITY HOSPITAL TOTAL	2871	2603,906
Of which physicians	565	462,96
Of which pharmacists	28	25,463
Of which nurses	934	836,226
Of which the handicapped (§ 7–21)	279	256,296
Of which the handicapped (§ 22–28)	70	65,301
Of which the handicapped (§ 29–42)	367	352,829
Of which other professions (§ 43)	10	8,1
Of which technical and administrative staff	343	334,701
Of which laborers	275	272,03

CATEGORY	NATURAL PERSONS			RATED FULL-TIME		
	MUŽI	ŽENY	CELKEM	MUŽI	ŽENY	CELKEM
PHYSICIANS	232	333	565	191,964	270,996	462,96
PHARMACISTS	8	20	28	8,000	17,463	25,463
NURSES	26	908	934	23,793	802,433	826,226
The handicapped (§ 7–21)	48	231	279	43,243	213,053	256,296
The handicapped (§ 22–28)	15	53	70	12,213	53,088	65,301
The handicapped (§ 29–42)	147	220	367	141,854	210,975	352,829
Other professions (§ 43)	2	8	10	1,1	7	8,1
TECHNICAL AND ADMINISTRATIVE STAFF	13	230	343	113,3	221,401	334,701
LABOURERS	108	167	275	107	165,03	272,03

HIGHEST ACQUIRED EDUCATION	MEN	WOMEN	TOTAL
Elementary education	79	195	274
Lower secondary education		4	4
Lower secondary professional education	2	8	10
Secondary education with apprenticeship certificate	126	141	267
Secondary general or professional education without apprenticeship certificate or high school diploma	2	17	19
Complete secondary general education	16	45	61
Complete secondary professional education with apprenticeship certificate and high school diploma	11	9	20
Complete secondary professional education with high school diploma (without apprenticeship)	118	907	1025
Higher secondary education	20	116	136
Bachelor's degree	33	216	249
University education	270	494	764
Doctoral degree	22	20	42

AGE STRUCTURE	PHYSICIANS	PHARMACISTS	NURSES	THE HANDICAPPED (§ 7–21)	THE HANDICAPPED (§ 22–28)	THE HANDICAPPED (§ 29–42)	OTHER PROFESSIONS (§ 43)	TECHNICAL AND ADMINISTRATIVE STAFF	LABOURERS
<19 years				1		1			2
20 – 30 years	143	7	93	99	11	69	1	42	27
31 – 40 years	151	11	152	48	20	65	2	67	38
41 – 50 years	101	4	326	45	15	114	1	92	65
51 – 60 years	79	5	244	57	16	97	5	95	95
>61 years	91	1	119	29	8	21	1	47	48

AGE STRUCTURE	OF WHICH MALES	OF WHICH FEMALES	TOTAL
<19 years	3	1	4
20 – 30 years	135	357	492
31 – 40 years	169	385	554
41 – 50 years	158	605	763
51 – 60 years	133	560	693
>61 years	101	264	365

FOREIGNERS	PHYSICIANS	PHARMACISTS	NURSES	THE HANDI-CAPPED (§ 7-21)	THE HANDI-CAPPED (§ 22-28)	THE HANDI-CAPPED (§ 29-42)	OTHER PROFESSIONS (§ 43)	TECHNICAL AND ADMINISTRATIVE STAFF	LABOURERS	TOTAL
TOTAL	565	28	934	279	67	349	11	321	270	2871
Czech Republic	445	28	867	242	67	325	10	330	154	2478
Foreigners	110	0	67	37	3	42	0	13	121	393
EU + EEA	86	0	54	28	3	14	0	9	20	214
Bulgaria						1			1	2
France	1									1
Italy				1						1
Hungary									3	3
Netherlands	1									1
Poland	2		2			1			2	7
Romania			1						2	3
Slovakia	82		51	27	3	12		9	11	195
Spain									1	1
COUNTRIES OUTSIDE EU + EEA	24	0	13	9	0	28	0	4	101	179
Angola						1				1
Belarus	3								2	5
Israel	1									1
Moldavia									5	5
Niger	1									1
Russia	8		2	1		4		2		17
North Macedonia						1				1
Serbia									1	1
Syria	1									1
Ukraine	7		11	7		22		2	93	142
Uzbekistan	3									3
Vietnam				1						1

HANDICAPPED	PARTIAL DISABILITY PENSION	FULL DISABILITY PENSION	NO PENSION	TOTAL
Person with serious handicap	4	6	1	11
Person with handicap	17	0	1	18
Person with health impairment	5	0	0	5
(blank)	25	6	0	31
TOTAL	51	12	2	65



IV.

**SPONSORS AND DONORS,
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HOSPITAL ACCREDITATIONS**

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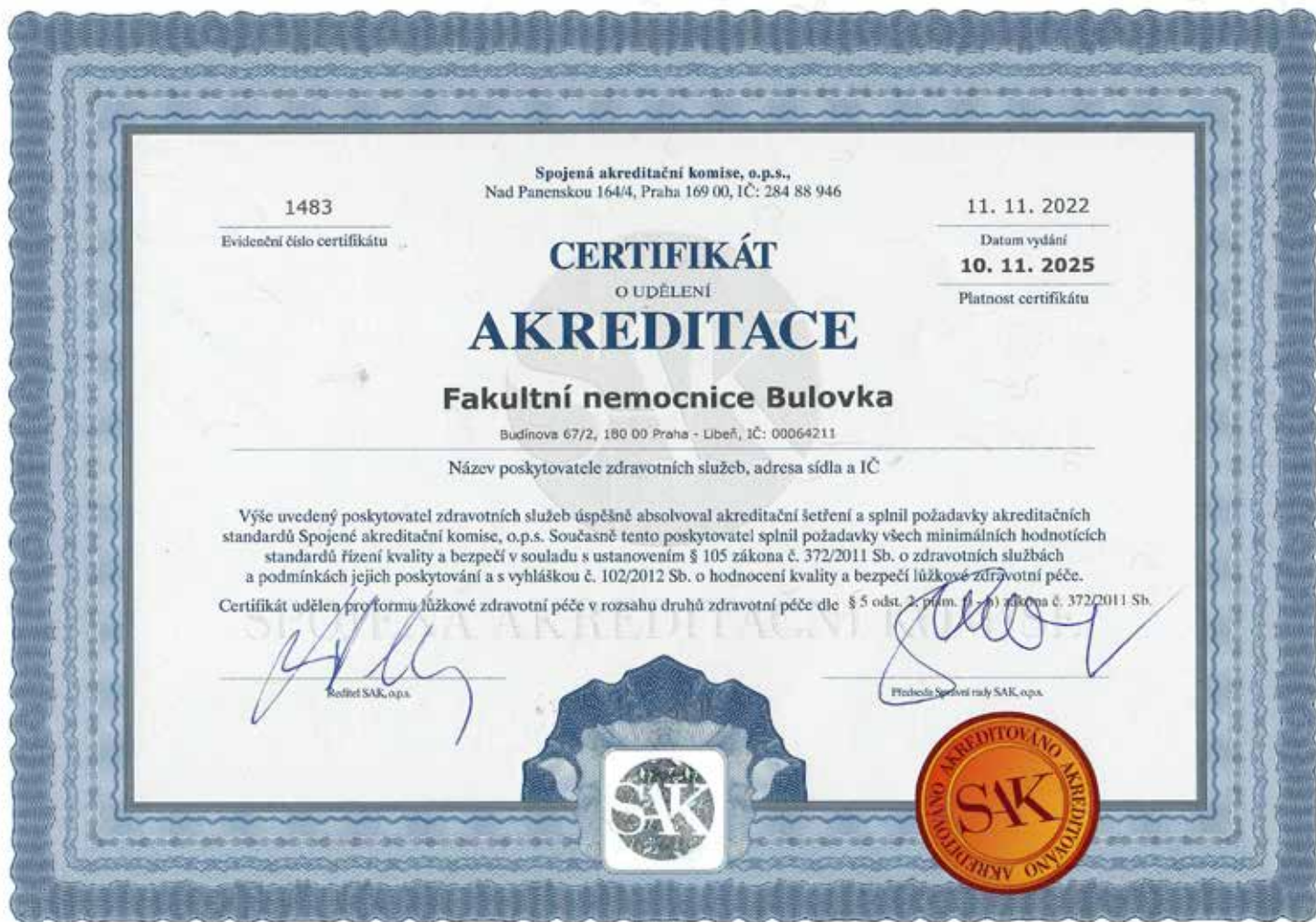
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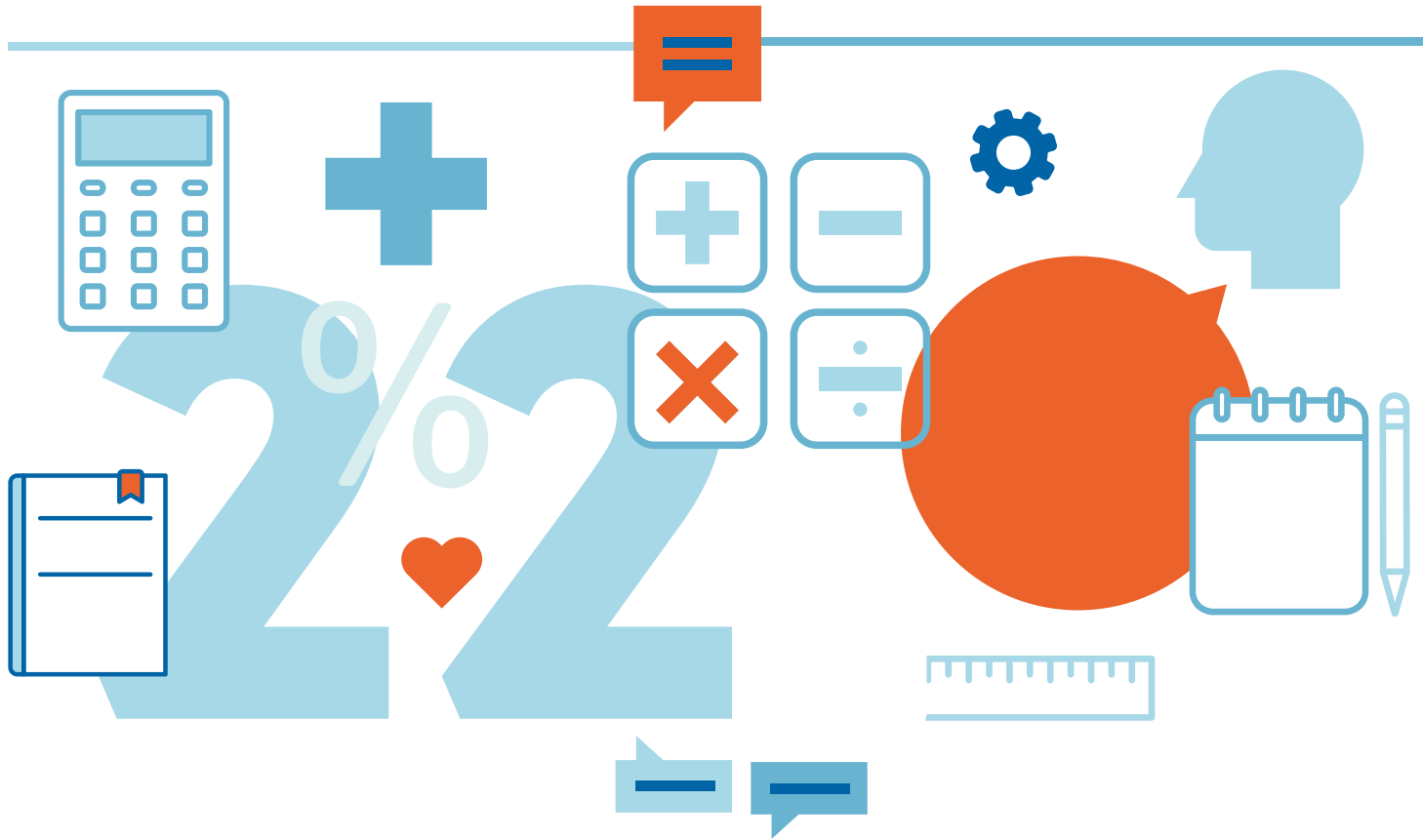
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Medistat spol. s r.o., Praha

BULOVKA UNIVERSITY HOSPITAL ACCREDITATIONS

In 2022, Bulovka University Hospital was successfully re-certified to continue to hold the accreditation of the Joint Accreditation Committee. The Hospital first obtained it in 2014, and again in 2016 and 2019. The certificate is an expression of high standards of the awarded health care facility. The most important aspect assessed in obviously professional care, but technical background, services and overall background in the hospital are also reviewed. The certification reflects quality of health care and safety of our patients in our health care facility. The certificate guarantees that its holder acts in compliance with the rules of Good Medical Practice.





V.

FINANCIAL PART

PROFIT AND LOSS SHEET – COSTS	CURRENT ACCOUNTING PERIOD		PAST ACCOUNTING PERIOD	
	PRINCIPAL ACTIVITY	ECONOMIC ACTIVITY	PRINCIPAL ACTIVITY	ECONOMIC ACTIVITY
COSTS TOTAL	4,978,330,699	36,023,450	4,999,034,950	4,315,170
COSTS OF ACTIVITY	4,881,930,788	36,023,450	4,937,207,195	4,315,170
Material consumption	1,669,780,816	24,175,600	1,474,678,383	0
Energy consumption	115,688,710	5,533,801	79,526,806	4,141,308
Goods sold	171,392,139	304,069	152,789,846	0
Current asset activation	-2,445,595	0	-2,200,521	0
Repairs and maintenance	62,046,874	248	66,783,678	248
Travel expenses	2,362,324	0	1,191,640	0
Representation costs	831,061	0	540,275	0
Other services	164,413,287	255,863	187,735,925	167,326
Wage costs	1,834,314,312	4,246,205	2,066,720,684	0
Legal social insurance	639,109,894	1,406,139	645,939,677	0
Other social insurance	7,995,343	0	8,553,799	0
Legal social costs	44,708,044	82,666	44,510,211	0
Other social costs	0	0	0	0
Road tax	0	0	138,861	0
Property tax	94,198	0	47,814	0
Other taxes and levies	2,534,894	0	3,324,538	0
Contractual penalties and delay interests	394	0	2,084,956	0
Other fines and penalties	192,913	0	3,386	0
Materials sold	796,937	0	566,999	0
Deficits and damage	115,070	0	49,054	0
Fixed asset depreciations	130,382,002	11,559	125,645,233	6,000
Establishment and settlement of provisions	-5,000,000	0	0	0
Establishment and settlement of corrective items	-20,994,562	0	19,942,357	0
Cost of receivables disposed of	6,579,214	0	2,658,497	0
Costs of small fixed assets	26,777,385	7,124	25,114,955	0
Other costs of activity	30,255,126	175	30,860,133	287
FINANCIAL COSTS	20,561,632	0	24,314,905	0
Interest	18,983,137	0	22,357,325	0
Exchange rate loss	339,666	0	750,732	0
Other financial costs	1,238,828	0	1,206,847	0
INCOME TAX	75,838,278	0	37,512,850	0

	CURRENT ACCOUNTING PERIOD		PAST ACCOUNTING PERIOD	
PROFIT AND LOSS SHEET – GAINS	PRINCIPAL ACTIVITY	ECONOMIC ACTIVITY	PRINCIPAL ACTIVITY	ECONOMIC ACTIVITY
GAINS TOTAL	4,913,059,177	117,672,732	4,979,605,117	93,979,709
GAINS FROM ACTIVITY	4,853,255,490	117,672,732	4,599,518,778	93,979,709
Revenues from sales of services	4,210,135,296	108,062,694	3,997,080,157	84,582,097
Revenues from leases	0	7,034,177	12,916	6,911,570
Revenues from goods sold	227,921,953	862,485	199,054,814	0
Contractual penalties and delay interests	35,683	0	1,562,333	0
Other fines and penalties	0	0	19,370	0
Revenues from sales of materials	1,360,876	0	918,970	0
Fund drawing	4,064,778	0	1,692,638	0
Other revenues from activities	409,736,903	1,713,374	399,177,579	2,486,043
FINANCIAL GAINS	98,102	0	46,508	0
Exchange rate gains	98,102	0	46,508	0
GAINS FROM TRANSFERS	59,705,583	0	380,039,830	0
Gains of selected central governmental institutions from transfers	59,705,583	0	380,039,830	0
Economic earnings before tax	10,566,755	81,649,282	18,083,016	89,664,539
Economic earnings of current accounting period	-65,271,522	81,649,282	-19,429,833	89,664,539

BALANCE SHEET 2022 – ASSETS	GROSS 2022	CORRECTION 2022	NET 2022	NET 2021
ASSETS TOTAL	6,357,215,094	2,407,352,469	3,949,862,625	2,976,548,330
FIXED ASSETS	3,696,169,948	2,385,452,470	1,310,717,478	1,221,753,199
FIXED INTANGIBLE ASSETS	57,300,870	43,148,955	14,151,915	3,652,371
Software	35,757,837	34,937,889	819,948	1,715,513
Small fixed intangible assets	8,211,067	8,211,067	0	0
Fixed intangible assets in progress	13,331,967	0	13,331,967	1,936,859
FIXED TANGIBLE ASSETS	3,638,869,078	2,342,303,515	1,296,565,563	1,218,100,828
Land	39,194,045	0	39,194,045	38,794,045
Cultural objects	672,873	0	672,873	695,373
Buildings	1,562,195,857	856,457,970	705,737,887	734,204,637
Separate tangible movables and sets thereof	1,649,189,615	1,200,274,070	448,915,545	430,739,103
Small fixed tangible assets	285,571,475	285,571,475	0	0
Fixed tangible assets in progress	102,045,213	0	102,045,213	13,667,670
CURRENT ASSETS	2,661,045,146	21,899,999	2,639,145,147	1,754,795,132
INVENTORIES	1,161,438,450	0	1,161,438,450	113,430,460
Materials on stock	1,144,589,272	0	1,144,589,272	94,506,419
Materials on the way	32,243	0	32,243	8,405
Goods on stock	16,816,935	0	16,816,935	18,915,636
SHORT-TERM RECEIVABLES	579,807,130	21,899,999	557,907,130	468,362,247
Clients	417,066,688	21,531,647	395,535,041	357,253,399
Short-term advances provided	4,765,221	0	4,765,221	3,745,282
Other receivables from principal activity	1,520,441	368,352	1,152,088	1,325,564
Receivables towards employees	987,128	0	987,128	941,767
Receivables towards selected central government institutions	57,823,837	0	57,823,837	348,000
Costs of future periods	46,950,225	0	46,950,225	66,281,039
Gains of future periods	572,470	0	572,470	171,745
Estimated asset accounts	49,857,876	0	49,857,876	38,189,632
Other short-term receivables	263,243	0	263,243	105,819
SHORT-TERM FINANCIAL ASSETS	919,799,567	0	919,799,567	1,173,002,425
Other current accounts	301,596,602	0	301,596,602	526,346,319
Current account	491,747,618	0	491,747,618	519,984,041
Current account of the Cultural and Social Needs Fund	125,023,253	0	125,023,254	125,028,848
Valuables	815,951	0	815,951	807,645
Treasury	616,142	0	616,142	835,572

BALANCE SHEET 2022 – LIABILITIES	CURRENT	PAST
LIABILITIES TOTAL	3,949,862,625	2,976,548,330
EQUITY	1,373,998,346	1,207,185,043
Equity of accounting unit and adjusting items	1,065,956,552	971,133,842
Equity of accounting unit	882,552,984	180,438,802
Transfers for fixed asset acquisitions	245,883,089	210,983,112
Valuation differences on initial application of the method	-679,172	-679,172
Corrections of previous periods	-61,800,349	-140,985,718
FUNDS OF ACCOUNTING UNIT	337,244,903	281,632,071
Cultural and Social Needs Fund	91,896,105	100,293,049
Reserve fund from other titles	7,153,232	7,298,336
Asset Replacement Fund, Investment Fund	238,195,565	174,040,686
ECONOMIC EARNINGS	-29,203,109	-45,580,870
Economic earnings of current accounting period	16,377,760	70,234,706
Economic earnings of past accounting periods	-45,580,870	-115,815,575
FOREIGN RESOURCES	2,575,864,280	1,769,363,287
RESERVES	5,000,000	10,000,000
Reserves	5,000,000	10,000,000
LONG-TERM LIABILITIES	660,189,648	927,354,817
Other long-term liabilities	660,189,648	792,489,113
SHORT-TERM LIABILITIES	1,910,674,632	966,874,174
Suppliers	379,722,475	356,558,672
Short-term advances received	453,942	358,015
Employees	132,531,533	124,477,782
Other liabilities towards employees	701,833	533,597
Social security	50,272,439	47,207,836
Health insurance	22,605,680	21,419,759
Income tax	14,704,358	25,500,000
Other taxes, charges and other similar monetary supplies	17,516,127	17,053,729
Value added tax	3,206,483	1,725,000
Liabilities towards selected central governmental institutions	248,368	1,262,968
Short-term advances received for transfers	1,034,552	7,778,991
Costs of future periods	56,953,407	29,564,161
Revenue of future periods	407,1,077,033,603	0
Estimated liability accounts	152,273,854	330,143,877
Other short-term liabilities	1,415,977	3,289,788

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